

2021

General Service Conference of Crystal Meth Anonymous

Report of Conference Activities



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1. Overview of the General Service Conference

The 2021 General Service Conference of Crystal Meth Anonymous was held October 15-17, 2021, as a hybrid event with in-person attendance in Dallas, Texas and virtual participation via Zoom. A total of 110 CMA members registered for the Conference, including 87 full voting members. These voting members were made up of Delegates, Trustees, and Advisory Committee members from across the globe. In all, five countries were represented (Australia, Canada, Germany, the United Kingdom, and the United States of America). There were attendees representing 24 states and the District of Columbia. Of this total, 79 were in attendance in Dallas.

On Friday, October 15, the seven Conference Committees (Communication, Diversity Equity & Inclusion, Hospitals & Institutions, Literature, Public Information & Outreach, Finance, and Executive) met for the entire day to discuss their respective agenda items and prepare presentations for the Conference Assembly. The reports, minutes, and visual presentations from these Committees are attached in the Appendices.

The General Service Conference Assembly followed over the next two days and concluded with a Gratitude Panel held on day two. In addition to the Conference Committee reports, there was a presentation regarding the CMA Service Structure, the Annual Financial Update was provided, the confirmation of a new Pacific Regional Trustee and a report on Conference Advisory Committee activities, including the announcement of the 2022 General Service Conference to be held hybrid with in-person attendance in San Diego, California.

Conference Minutes

General Service Conference Day One

The General Service Conference Assembly commenced on October 16, 2021 and was called to order at 8:00 am by Aaron M (Chair, General Services Committee [GSC]) and David S (Chair, Board of Trustees, Chair, Executive Committee).

Rob R (Mid-Atlantic Regional Trustee, NY) opened the Assembly with the Serenity Prayer.

Michael R (Southeast Regional Trustee, FL) read the Twelve Traditions of CMA.

Lee M (Pacific Regional Trustee, NV) read The Twelve Concepts for World Service.

Tanner W (Treasurer, Board of Trustees, Northwest Regional Trustee, OR) reviewed the procedures for the Assembly, answered questions from the floor, and presented the use of



Election Runner for voting throughout the entirety of the Assembly. Parliamentarians for the Assembly were Walt W (CO) and John G (GSC Co-Chair, Mid-South Regional Trustee, NC).

A quorum count was taken using Election Runner. There were 71 voters present out of 79; quorum was achieved.

Dale G (CA) presented a video tribute to Trish M (Former Chair, GSC, GA) who we lost tragically earlier in 2021.

2. CMA History and Service Structure

A review of the CMA Service Structure was presented by David S (GA) in which he brought together the Twelve Concepts for World Service with our fellowship's personal history and growth from a single meeting held in Los Angeles, California on September 16, 1994 at 9:45pm, to the dynamic organization it is today. The GSC was formed in 1997 by the seven CMA groups located in Los Angeles and began the process of incorporating CMA as a California non-profit organization. Beginning in 1998 CMA meetings began to spring up scattered across the country from Utah to New York, which has grown to include nearly all 50 of the United States, the District of Columbia, and several Canadian provinces. Twenty-seven Areas are represented at the Conference.

In October 2008 the first General Service Conference was held in Park City, Utah. It was at this Conference when the Twelve Concepts for World Services of Alcoholics Anonymous™ were adapted and adopted by CMA. From this Conference, CMA has branched out and has a presence in many countries across the world. Some notable moments in our fellowship's growth include the release of our first book "Crystal Clear: Stories of Hope" in 2011 and commemorating our 25th anniversary during the Conference held in Fort Lauderdale, Florida in 2019. The first virtual Conference was held in 2020, while our second publication "Voices of the Fellowship: Our Recovery" will be released this year.

The Service Structure of CMA is an inverted pyramid with the very top being the Groups, which are the ultimate authority that all other levels of service answer to. Groups elect GSRs (General Service Representatives) which they send to District and/or Area Assemblies, depending on how each individual Area is set up, to speak for them. Delegates are then selected by each Area to be sent to the General Service Conference to represent them. The General Service Conference is usually thought of as the event of the gathering of people, but in actuality is the people attending the event itself. The bottom of the pyramid is the Board of Trustees, from which the General Services Committee and the Executive Committee are formed.



David S pointed out the difference between a group and a meeting. A meeting occurs at a specific place and time where individuals gather for the purpose of recovery, while the group is a spiritual entity that exists above and beyond the specific meeting place and time. By tradition, each group is autonomous and conducts itself as its members see fit to do so. Only when such conduct affects other CMA groups or the fellowship as a whole does that autonomy get infringed upon.

Concept One - Final responsibility and ultimate authority for CMA world services should always reside in the collective conscience of the Fellowship of CMA as a whole: This refers to the top of the pyramid, the Groups, being our collective conscience and ultimate authority. The GSRs maintain this link between the individual groups and the District/Area allowing for a two-way dialogue between these levels of the service structure. GSRs also carry their group's conscience by casting votes at District/Area Assemblies.

Concept Two - The General Service Conference of CMA has become, for nearly every practical purpose, the active voice and the effective conscience of the Fellowship in its world affairs: Area Delegates attend the Conference, who, along with the Board of Trustees, Advisory Committee members, and special workers, comprise the General Service Conference. This collection of trusted servants, primarily elected by the Areas and Regions (and through their groups), represent the conscience and active voice of the fellowship. This spiritual body that is the General Service Conference provides guidance to the Board of Trustees.

Concept Three - "Right of Decision": This allows Delegates to make the best decision they can based on their own conscience. Often Delegates are sent to the Conference to vote a certain way on a specific topic, but then hear new information and opinions from fellows in other Areas of the country or world that changes their opinion on the matter. This Concept allows the Delegate to vote their conscience based on this new information.

Concept Four - "Right of Participation": Everyone who is involved in general services has a voice and belongs as a part of the whole. This ties to the Second Tradition by providing that there "is but one ultimate authority - a loving God as expressed in our group conscience".

Concept Five - "Right of Appeal" or "Right of Petition": All decisions should be made by substantial unanimity (at least 2/3 majority vote) but all voices and opinions need to be heard. Members can, and have been, swayed to change their vote based on the Minority Report. This Concept protects the integrity of the Conference and prevents hasty decisions from being made.

Concept Six - Although the General Service Conference has the final decision respecting overall matters of general policy and finance, it recognizes that the chief initiative and active responsibility in most of these matters, especially the day-to-day functioning of CMA's world services, should be exercised by the Trustees acting together as the Board: This Concept is where the Conference endows the Board of Trustees the legal ability to perform the functions of the corporation. The Board consists of up to 22 Regional Trustees (two from



each of the eleven Regions) and up to 6 At-Large Trustees, which are usually reserved for Trustees with special skills that are needed by the Board. The Board consists of two standing committees, the General Services Committee and the Executive Committee. The General Services Committee handles the spiritual aspect of the interests handled by the Board for the fellowship, while the Executive Committee administers the business side of matters such as taxes and legal issues.

As it stands today, our service structure is filling out in many places across all levels of the fellowship but still remains bare in many places. One positive stemming from the pandemic is that a lot of crystal meth addicts in areas where no service structure or meeting exists could finally take part in the fellowship virtually in ways they never could before. Every year the Conference adds Delegates from Areas that were never represented before, so we are growing. The conversation needs to continue on how do we continue to grow, how do we continue to build this fellowship. The International Structure Committee is working on a structure document to present to the Conference by 2023 which will guide our extended advancement in the future.

3. Annual Financial Update

The annual financial update was provided by Tanner W (OR). The fiscal year for the fellowship begins on July 1st and ends on June 30th. Concept Twelve reminds us “that sufficient operating funds and reserve be its prudent financial principle” meaning that we only do what we can afford to do, budget conservatively, overestimate expenses, and underestimate revenue. The Board does its very best to be honest, transparent stewards of fellowship’s funds.

Sales: Overall picture for 2021 shows our sales were down 24%. Chips are by far the most important factor in our sales numbers and the pandemic causing groups to not meet in person meant that no one was buying product to give out in homegroups. Stickers were a popular item this year, so much so that we are currently out of stock and trying to locate a new vendor for them.

Contributions: Generally make up around 30% of our annual revenue. With groups not meeting in person and therefore not needing to pay rent, they had more to donate and contributions were up 28% year-over-year. This factor helped offset the decrease in sales.

Expenses: On a downward trend, which is good. This was primarily being driven by reduced travel because both the annual Board meeting and the General Service Conference were held virtually last year. It is expected that in the coming year(s) we will see a reversal back to normal of all of these trends.



Balance Sheet: A snapshot in time and is used in reporting to the State of California and the IRS. Assets show we have around \$95,000 in the bank between the prudent reserve, checking account, and PayPal account. We have very few liabilities.

Profit and Loss: shows the detail of activity that accumulated over the course of the year. Contributions were \$30,000 over the \$17,000 budgeted for the year. \$20,000 of the overage is for the development of the CMA app, which is not budgeted for and is placed into a separate account. When that money is removed from the picture, we were still \$10,000 over budget in contributions for the year. Sales were \$14,000 less than what was budgeted. We did our best to budget conservatively as we are as unsure of what the future holds as everyone else who works in the financial industry.

Questions and Feedback:

No questions.

Reach out to Tanner directly at treasurer@cmagso.net with any questions or to request documents presented.

4. Conference Committee Reports

Finance Advisory Committee

Bruce W (Chair, Finance Advisory Committee, NY) delivered the report from the Finance Conference Committee to the General Service Conference. The purpose of the Finance Advisory Committee (FAC) is to develop and implement policies and procedures in all matters concerning the finances of Crystal Meth Anonymous, including the ways and means to generate funds in accordance with the Twelve Traditions and Twelve Concepts of CMA. The Committee drafts the annual budget and oversees the Advisory Committee budgeting process, which is then implemented and managed by the Treasurer of the Board of Trustees. The FAC also makes recommendations on other financial properties and advises on the acquisition of assets, such as the app. The Committee leverages the use of assets to meet the financial needs of CMA as determined by our trusted servants in proportion to the value that is being brought to CMA. Goals and projects worked on during the course of the 2020-2021 year were:

- **Virtual Seventh Tradition:** The Finance Advisory Committee did work over the course of the year providing information and guidance to individual groups and Areas on how to set up bank accounts and complete tax filings and begin to enable them to collect a “Virtual Seventh Tradition”
- **App Pricing:** worked in tandem with the Communications Advisory Committee to set pricing for the coming CMA app
- **Budgeting:** worked in direct conjunction with the Advisory Committees to ensure that as much of their budgetary needs as possible were met throughout the course of the pandemic year



- **Town Hall:** held our second annual FAC Town Hall earlier in the year with around 70 people in attendance
- **Google Drive Organization:** made it a priority to review the entire FAC portion of the Google Drive to develop and implement a standardization of the file naming and formatting

Topics of discussion during the Finance Committee breakout session held on Friday, December 15th were:

- **Shipping:** we are having a lot of issues with our current store platform, BigCommerce, calculating correct shipping rates. The problems have only become worse in recent months. There have been some domestic orders with egregious amounts being charged for shipping. This caused us to take a look at what exactly are the objectives when it comes to shipping products, one being that charges are not exorbitant for domestic orders. Secondly, international orders should be charged for shipping that is equitable and affordable. After a joint session with the Executive Committee on Friday, the representatives from the international groups expressed their desire to pay their fair share when it comes to shipping items to them. The Finance Advisory Committee researched and found an app add-on to BigCommerce called ShipperHQ. The app costs \$50 per month, but the benefit of finally having correct shipping costs being calculated and charged outweighs the cost. ShipperHQ figures the correct box size needed to ship the product and aggregates actual shipping costs from multiple shipping service providers with which we have an account and presents the options to the customers, who then have the choice of which provider they wish to use. This works for both domestic and international shipments. On Friday, there was a joint Motion made by the Finance Advisory and Executive Committees to recommend to the Board of Trustees that they approve the purchase of the ShipperHQ app for \$50 per month and add it to our current BigCommerce platform.
- **Chart of Accounts:** it is difficult to get non-financial focused members of the fellowship excited about reviewing the Chart of Accounts, which lays out the financial picture of the organization and is published quarterly. In the coming year, the Committee will begin looking into ways to create financial reports that can be easily consumed by lay members of the fellowship. The new format will be presented as more of a summary with the more detailed view being attached as appendices for those wishing to review them. Any exceptions in the reports will be noted in the main summaries presented as well in the name of transparency so that everyone can remain informed of the current state of financial affairs for the organization.
- **Revenue Generation:** this is a perennial topic that needs to be in constant consideration. In the course of the Finance Committee breakout session held on Friday, the Committee members realized that the Committee itself needs more members of the fellowship who have the skills needed for designing and marketing revenue-producing items. A call was made by the Committee to Conference to go back to their local groups and ask for assistance by members with skills in design and marketing to bring options for revenue-generating items to the Committee for consideration.
- **Virtual Seventh Tradition:** during the pandemic a lot of groups had to figure out to adapt to not having a meeting with a physical basket being passed to support the meeting and the fellowship. Out of this came a mix of approaches being utilized across the country. Some clubhouses collect all of the money and then pay the individual groups back a



percentage of the total amount collected, while some groups use their individual Treasurer's Venmo/PayPal/Cash App accounts to collect Seventh Tradition funds for their meetings, and there still remain some groups that are entirely cash-based. There is legislation pending in Congress which would require Venmo/PayPal/Cash App to report movement of money over \$600 to accounts, which then becomes subject to review and possible audit. Therefore it is encouraged to set up business accounts with these services using business tax IDs to separate these funds from your personal transactions. The Finance Advisory Committee will gladly provide support and guidance to anyone requesting it.

- **App Pricing:** the final pricing decided by the Board for the app is that it will be free to download in the respective app stores for a 30-day free trial period to allow users to get experience with the app for no charge. Following the free trial, the app will cost \$4.99 per year which will enable access to all features with the exception of adding people to Circles. Circles are the in-app group messaging feature. Access to the managing the Circles feature will cost \$12 per year or alternatively \$1.25 per month. Anyone can participate in a Circle, but the managers of Circles will incur the supplemental cost. Should the Sponsor managing the Circle leave the Circle, any other member of the Circle can become the Sponsor of the Circle. Should a member's Basic Plan be cancelled, access to the app will not be blocked but there will only be a link to the CMA website and SoundCloud account and the sobriety counter.

Fulfillment Update was provided by Yvonne W (Southwest Regional Trustee, AZ). John E (AZ) is Yvonne's sponsee and Fulfillment Assistant and was in virtual attendance. This year we received over 100,000 chips and medallions that were delivered to our storage facility. While the pandemic had a severe impact on our chip orders for most of the year, we are seeing a sharp increase in larger orders going out as groups return to in-person meetings. During the height of the pandemic orders were mostly small, individual orders. We have acquired a second storage unit to hold part of the inventory in case of damage due to fire or flooding to ensure continuation of Fulfillment operations. We have run through two orders of our token keychains, which are currently out of stock but a new order has been placed. Two greeting cards which were designed by individual members of the fellowship were approved and have been added to the stock of inventory. Drafting of the CMA Fulfillment Contingency Plan has begun. This document will lay out what processes and procedures will take place to ensure non interruption of order fulfillment should an emergency arise.

Questions and Feedback:

Brandon (CA): Is the issue with shipping cost in relation to the books ordered from Amazon or the chips ordered from Yvonne or a combination of all of the above? What exactly does "shipping" entail?

Bruce W: Explains that the shipping discussion relates to the items available for purchase on the CMA online store, not Amazon.

Tanner W: Provided a point of clarification that there are items on the CMA online store that we do not ship ourselves so this shipping is specifically chips, medallions, and gold-plated medallions. Also, as this issue has become acute recently Yvonne and Tanner have been working



to provide refunds to the members who were grossly overcharged for shipping on those transactions. Feel free to reach out directly if there are any questions or concerns.

Ashley (CO): When discussing shipping there was mention of USPS, but will there be other options such as UPS or FedEx?

Bruce W: We will start with USPS because all of our current shipping supplies are theirs, but Yvonne and Tanner will begin looking at other shipping providers that might be beneficial to add in the future.

James (AZ): There is an issue in Arizona where a local clubhouse has a Venmo address posted on the wall and members donate there thinking they are giving directly to CMA when they are in fact not doing so. Can you provide any guidance or recommendations on how to handle this type of situation?

Bruce W: We do not have a specific position on the relationship between the clubhouse and the group because the groups are autonomous and therefore the relationships they set up with their clubhouses are fully within their discretion, but if a particular group or clubhouse has a question or issue we are happy to discuss the matter with them individually.

Brian (AZ): When discussing the financial aspect of the CMA app, is that a projected source of revenue or is that specifically to cover the ongoing cost of maintaining the app?

Bruce W: We as a Committee worked very hard to find an app pricing model that would only cover the costs of maintaining the app because we feel that the app is a resource for the members and not a source of revenue. There are annual costs for the app to be available in the respective app stores and every time an update is needed. There are also costs associated with hosting the data on the cloud for the Circles features, which is why the Circles feature costs more. The Committee really looked at only charging to cover the maintenance of the app and to not generate extra revenue for the organization.

Brian (NC): Are there any resources available currently for local groups looking to set up business accounts or acquire 501(c)3 status to mitigate the effect of the pending legislation in Congress? There are a lot of complications with changing ownership of Venmo/Cash App accounts due to phone numbers needing to be associated with those accounts. Are there any financial literacy resources available for the groups on the website?

Bruce W: We don't have any official literature or guidance available online right now but can provide you with the one-page guidance from last year's Town Hall discussion on this topic. That said, the Committee's aim is to always provide assistance when needed so please reach out to us directly.

The Finance Advisory Committee meets 3rd Thursday of the Month at 6:00 PM Pacific, 9:00 PM Eastern via Zoom at <https://zoom.us/j/97515750937> Audio Only (669) 900-6833 or (253) 215-8782 Meeting ID: 975 1575 0937



Communications Advisory Committee

Brandon S (Chair, Communications Advisory Committee, TX), provided a report on the work done by the Communications Advisory Committee. The purpose of the Communications Advisory Committee is to develop, deliver and facilitate communication within the fellowship of CMA, as well as provide information and input from all levels of CMA service, manage the CMA website crystallmeth.org and the CMA service website cmaservice.org, and create recommended guidelines for communication.

Brandon reviewed the breakdown by operating system of the 239,139 sessions on crystallmeth.org:

- iOS 88,251
- Android 66,881
- Windows 41,449
- Mac 35,580
- Other 6,978

This is a large increase from the 171,336 sessions in the preceding 12 month period. This can be attributed to the large increase in virtual meetings due to the pandemic and people searching for information.

There was a 62% increase in reading downloads year over year, from 45,000 to 72,000. They were broken down as follows:

- Are You A Tweaker? 9,492
- Twelve Steps: A Plan of Action 8,084
- What Is CMA? 5,082
- I Can Stay Sober 3,814
- There Is Hope 3,727

Pamphlet downloads for the previous 12 months were:

- What Is Crystal Meth Anonymous? 2,426
- Sober Toolkit 2,283
- To The Newcomer 1,981
- Staying Sober 1,892
- What About Sponsorship? 1,828

Last year at this time we had 106 speaker recordings available on our SoundCloud page. This year there are 126 speaker recordings available that were listened to 41,078 times, which was up from the previous year. John G (NC) heads the Speaker Recordings Workgroup which reviews all story submissions prior to posting them to the website. There was a noted dropoff in the number of stories submitted this past year, which is being attributed to the pandemic.



Communication Advisory Committee 2021 Work Review:

- **App Development:** Continued its work on the design and content of the CMA app despite some setbacks with the app developer and are hopeful to have the app in hand this year.
- **Social Media:** There were many discussions around CMA's presence on various social media platforms. A search of Facebook produced a couple of pages that were about crystal meth and recovery, but this prompted the consideration of how we as an organization would like to use this tool for communication purposes without sacrificing anonymity by having "liked" pages showing up on a member's personal profile. The social media effort has fallen to the wayside in light of the more pressing need for the CMA app but the conversation will be taken up once the CMA app is completed and available for download.
- **Website Migration:** This past year the platform on which the main website is hosted had to be changed rather quickly. Our webmaster, Pete S (CA), oversaw the migration of the website to WordPress. The process went smoothly but if anyone comes across any updates that are needed, please reach out directly to Brandon to inform him of the changes needed.
- **Pamphlet Redesign:** The Committee has been tasked with redesigning the current pamphlets so they are oriented in portrait rather than landscape and can therefore be placed in pamphlet racks and be clearly displayed and legible.
- **Service Portal Enhancements:** The Committee is continuing the ongoing effort to streamline the use of the service portal, clean up the clutter there, and discover ways to make the portal more useful and connective to the members.

Committee Goals for 2022:

- **CMA App:** Move forward with working on the CMA app and see it out and being used by members of the fellowship. We are at the mercy of the app developer but will continue to work diligently with him
- **CMA Website:** Now that the website is on its new platform, the Committee will work with each Advisory Committee to ensure that the information contained on its individual page is correct and up to date
- **Pamphlet Redesign:** Make progress on the redesign of the pamphlets. There is a member in California who is providing invaluable assistance in this effort
- **Speaker Playlist:** Each speaker recording has a description of some of the subjects discussed in the recording. The goal is to use that information to be able to create searchable topics that will then bring up a playlist of recordings that will be relatable to the request. This will allow stories to be grouped together by interest for the listener rather than requiring them to search through the entire catalog individually. The Speaker Recording Workgroup has been tasked with getting this feature up and running this year.
- **Communication Process:** Work on creating a standard operating procedure that is beneficial to everyone involved in getting communications out to the entire fellowship regardless of what type of communication is being transmitted. There is a tentative process drafted that will be presented to the Board of Trustees for review and approval soon.
- **Advisory Committee Support:** Continue working to support all of the individual Advisory Committees in any way needed when communicating out to the fellowship



- **Redesign of Service Portal:** Work in making design and functionality changes to the service portal that will make it more enticing to use. The Committee is committed to making changes that will allow users to more easily search and tag fellow members as needed and share more detailed information in a simpler manner.

Questions and Feedback:

James C (AZ): As the Chair of the H&I Committee I need to be able to communicate with other addicts quickly, whether it be in jails and prisons or on the outside. I get a lot of urgent requests for contact information when people are looking for ways to contact a local fellowship. Therefore I want the hand of CMA to be there for these people and I want the hand of CMA to be there quickly. With the current process we have, the Delegates information is secured in one place. I had a situation where an addict reached out while in crisis and I was not able to provide contact information for that local fellowship and now that addict is missing. This is not the only time in the past year that H&I has dropped the ball for someone who was still out there suffering. Is it possible to get the contact information for the Delegates so that when I get another request I can do my job and provide it to the addict still suffering in a timely fashion? When you are dealing with an addict reaching out there is no time to allow for a Communications Process to unfold before replying with the requested information. What can we do to speed up this process?

Brandon S: Thank you for your question. We will need to discuss this as a Committee and get back to you.

Sarah (CO): I am also on the H&I Committee and as an example of what is being requested, we on the H&I Committee had to start our own workgroup which reaches out to members across the country to build a database of local contacts that we can use. We are trying to have contact for the local H&I contact that we can pass on to people who contact us directly. Direct access to the Delegates contact information would simplify the process and allow us more time to focus our service efforts into other areas for the addict versus spending so much time trying to hunt down someone with the information. Can there be a way for the Delegates to opt in to having their contact information shared with Advisory Committee Chairs? This has been a months long process for myself personally. Can we stop talking about this at a Committee-level and finally do something about it? I am going to pass around a paper and ask that everyone put their name and telephone number and email on it so that we can have this information.

Cameron (HI): I am also on the H&I Committee and I was asking how we can expedite the communication between committees. As a Delegate I was wondering if there can be an enhanced means of getting communication between committees and Delegates to further my ability to do my job on H&I. I just wanted to support the requests that were previously made by Sarah and James.

The Communications Advisory Committee meets on the 4th Saturday of the Month at 10:30am Pacific, 11:30am Mountain, 12:30pm Central, 1:30pm Eastern via Zoom at:

<https://us06web.zoom.us/j/5742387995?pwd=aXcwK1c1cHdzVTFWOGGR6UUJISGs3Zz09>

Audio Only: (253) 215-8782 or (346) 248-7799 Meeting ID: 574 238 7995 Passcode: 271727



Literature Advisory Committee

Freddie C (Chair, Literature Advisory Committee, CA) gave the presentation on the work done by the Literature Advisory Committee over the previous year and during the Conference breakout session the previous day. Freddie began by introducing the members of the Literature Advisory Committee who do the work throughout the year and the newly added members who were present for the breakout session.

Overview of Accomplishments for the Previous Year:

- Crystal Clear: Stories of Hope celebrated 10 years of publication and Amazon reports selling 6,300 copies from 2015 through current day, with a rough estimate of 1,400 copies sold prior to 2015. As of this date, the price has dropped to \$10 for a printed book and \$6.99 for the Kindle version
- Crystal Clear: Historias De Esperanza, the Spanish version, is currently out and available for purchase.
- Voices of the Fellowship: Our Recovery is now available for purchase in the Kindle version and every effort is being made to get the printed version available as soon as possible. This is the fruition of a lot of work and will be an invaluable revenue source for the fellowship, so everyone is highly encouraged to get a copy.
- Voices of the Fellowship: From The Inside Looking Out - A Sober Cell was interim-approved by the GSC earlier this year and could not have been completed without invaluable assistance provided by the H&I Advisory Committee. Prospective release date is January or February 2022. The book will be available for sale as well as being provided to addicts in institutions.
- Sex In Sobriety pamphlet was interim-approved last year and is available for download on the CMA website. The goal is to bring this piece of literature to the General Services Conference in 2022 for possible Conference Approval.
- Many more language translations of literature are now available on the CMA website including the full suite of readings in German and Spanish, as well as the Steps and Traditions in Russian. French, Farsi, and Polish are all in the pipeline and expected to be available very soon. Assistance is needed to translate Crystal Clear: Stories of Hope and Voices of the Fellowship: Our Recovery into other languages.
- Read Our Stories and Hear Our Stories on the CMA website are updated monthly. New meditations were recently added as well as some stories that are published in Voices of the Fellowship: Our Recovery.
- There are many different Voices of the Fellowship projects that are ongoing in various stages of development. Daily Meditations currently consists of 242 submissions and there are established editing groups and calls for these submissions, but more are needed and can be submitted by direct email or via a link on the CMA website. Sex In Sobriety is a booklet project that is still in the very early stages of development. Our Families is in the editing process. Our Mental Health is also in the very early stages of planning and development. A Step In Time is a new project that is hoped to be a series of 12 booklets each focusing on experiences with an individual Step or could possibly become a Step Workbook. The Committee hopes to begin planning and development on this project early next year. A History of CMA from the Beginning and Beyond is a possible document laying out the history of the fellowship. Prisons and Legal Issues would be a follow-up to



Voice of the Fellowship: From The Inside Looking Out - A Sober Cell in many respects and could possibly begin the planning and development process in the next year. There are many other suggestions for possible Voices of the Fellowship projects in the future. This is a dynamic series that has endless potential for literature to be produced

Overview of Ideas for Literature Coming from the Breakout Session:

- Topics for pamphlets: Diversity Equity & Inclusion; Challenges In Recovery; Women In Recovery; Returning From Relapse; For Family Members; Sober In Isolated Areas With No Meetings
- Topics for future Voices of the Fellowship booklets: Our Children; Our Audio Books; Transgender Stories; Black, Brown, Indigenous, People of Color (BBIPOC); Our Poetry and Art; Our Service; Our Unity; Our Spirit; Our History; International Voice

Update on Daily Meditations Reader

- Four new meditations were written during the breakout session
- There have been over 240 meditations submitted and more are being received weekly. Editing groups are in place and actively reviewing and editing these submissions.
- Multiple writing workshops have been held throughout the year to work on meditation submissions, including a monthly virtual workshop. Please reach out to dale.g@cmagso.net or ross.h@cmagso.net for more information on these workshops.
- A group will gather, virtually or in-person, near the end of 2022 to work on the actual organization of the book.
- Meditation submissions should be structured with a Title, Quote of 20-30 words from CMA Literature or CMA Wisdom from a fellow member, Main Body of 175-200 words exploring the main theme, and a Meditative Element (Affirmation, Intention, Prayer, Action, Meditation, etc.) of 20-30 words
- Meditations can be submitted directly via email or by a link on the CMA website. Submissions will be published anonymously and may or may not be edited for publication. Contributors must sign a release making CMA the owner of the literature.

Literature Advisory Committee Future Goals

- Most of the goals set forth by the Committee and Chair have already been achieved and new ones were set during the breakout session
- The main goal of the Committee is to continue to meeting regularly to create new literature and fine tune the process for doing so

The literature of CMA is written by its members. The Literature Advisory Committee made a call to the fellowship for everyone to share their story. Ideas for how to do so can be found on the CMA website in the Voices of the Fellowship/Read Our Stories section. Daily Meditation submissions should be made using the specific link for this process. Any story, poem, or inspiring meditation of any kind would be welcome and encouraged.

Motion made for Conference Approval of The 12 Steps: A Plan of Action, The 12 Traditions, and What Is CMA?



Ashley C (Secretary, Literature Advisory Committee, CO) read The 12 Steps: A Plan of Action
Michelle “Red” S (Southwest Regional Trustee, AZ) read The 12 Traditions of Crystal Meth
Anonymous
Lee M (Pacific Regional Trustee, NV) read What Is CMA?

**Jeffery J (CA) made a Motion that The 12 Steps: A Plan of Action be Conference approved.
Ashley C (CO) seconded the Motion.**

Questions and Feedback:

Brian (AZ): Can you please explain the difference between Interim-Approval and Conference-Approval?

Aaron M (CO): Literature goes through its creation and editing and approval process within the Literature Advisory Committee and then is passed onto the General Services Committee as an Agenda item. The literature is read and reviewed by the members of the GSC who then vote and if the literature is approved it is deemed to be Interim-Approved, which means that it is now published and available for the entire fellowship to review and utilize if they wish to do so. Literature usually remains in this status for at least a year and as many as three years to allow for feedback to be given by the members of the fellowship. The literature will be brought before the body of the Conference where it will be voted on. If it is approved at the Conference it becomes Conference-Approved, which means it basically becomes “set in stone” as is. There have been rare moments in the past where Conference-Approved literature was looked at again and changes were made by a process that took it back and then required the literature receive Interim-Approval and then Conference-Approval again, but usually the document becomes set as is once it is Conference-Approved.

David S (GA): Usually what happens when a piece of literature is out during Interim-Approval it is an item in the Delegate Packet and feedback on it is requested and during that time the document can be revised based on the feedback received. In fact, this document has been revised during that process. Since the revisions were made it has been out and being actively used by the fellowship and that is why we are now seeking Conference-Approval for it.

Michael C (Chair, DEI Advisory Committee, At-Large Trustee, NY): Does Conference-Approval for a book occur before or after it is published?

Freddie C (CA): Currently the book is Interim-Approved. If for some reason one of the readings that is not Conference-Approved needs updating, the Literature Advisory Committee will take it back and revisit it and make any updates or changes needed. Whenever a reading or piece of literature is put out for use and reviewed by the fellowship as a whole, it has an approval status of some kind.

Scott C (Co-Chair, DEI Advisory Committee, NC): I’ve struggled with the formality of Conference-level service in the past, and I have to remember that the formal things that are adopted at the Conference are never instructions to the groups. What we are doing is making decisions as to how we want to present ourselves to the outside world as a whole. But if an individual group wants to make changes such as rewriting the Steps to be gender-neutral because it’s a women’s group or something along those lines, then it is okay for them to do that.



It would not be okay for the group to say that the altered document was official literature because it's not, but if it's only used by an individual group to help the addict walking in the door then the group can write anything they want to as long as it satisfies our Primary Purpose. I just want to put that out there for groups to remember the difference between the formalities we practice here and things we do at the group level.

Mike F (Delegate, OR): In the process of collecting feedback on this, the biggest request we got was asking to change the word "God" to "Higher Power". Is that possible?

David S (GA): Are you asking to change the word "God" in the 12 Steps? The 12 Steps and 12 Traditions are foundational documents that the Conference protects. In order to change the 12 Steps it would require a $\frac{3}{4}$ vote of the entire fellowship, not Delegates but actual members of the fellowship. When CMA adapted the 12 Steps of AA there were changes made such as changing "God as we understood Him" to "God of our understanding" to make it more digestible to everyone. If we want to make more changes we have to go back to each member of the fellowship and get individual votes by the members and get a $\frac{3}{4}$ approval vote to do so.

Aaron M (CO): To reiterate the point made by Scott, you at the group level can do what you want.

David E (Delegate, UK): In other fellowships I've attended, the 12 Steps each begin with the word "we". Is there a reason why ours does not? I love the idea of this being a "we" program and not doing this alone.

Aaron M (CO): The decision was made to adapt the 12 Steps from AA a long time ago.

Dale G (CA): We actually have an agreement with AA to adapt their Steps in a specific way. The NA version of the Steps are copyrighted by NA and we would have to go to them for permission to use them in any way. We are bound by the decision made in the past to adapt our Steps from AA.

Will H (MA): When CMA first started, the NA version of the Steps were used but NA came with a copyright infringement suit so the Steps were homogenized with the AA version of the Steps and there multiple versions of the 12 Steps being read for a while until the decision was made to adapt the 12 Steps of AA.

Jared B (Delegate, CA): It is my understanding that according to Tradition Four stating that "each group is autonomous except in matters affecting other groups or CMA as a whole" we can't change the Steps or the readings once they are Conference-Approved because it affects the unity of CMA. So if I go to meetings in California usually and I travel to a meeting in Oregon and the Steps are completely different, doesn't that violate that Tradition? I'm just looking for some clarification on that.

Aaron M: I would just like to point out that this Motion is not to approve the 12 Steps, which have already been approved, but to approve the reading itself which contains the Steps.

David S: For a point of clarification, just as changing foundational documents requires the entire fellowship's consent, no one should be changing the Steps or Traditions. Other readings can be adapted or added by the group, but that is a valid point that for the purpose of unity and because it is a foundational document the Steps should not be changed.



Scott C (NC): The comments that have been made are appreciated and these debates are complex and there is more discussion to be had, but the fact remains that nothing the Conference or Trustees do is governance. There is nothing in the Traditions or Steps that commands a group to act in a particular way. So it's a healthy debate for a group to have about how readings can best help the addict still out there and if the language speaks to them or not or if they feel it's exclusionary. The question has to be at that point what is more important, reaching the still suffering addict or the unity of CMA as a whole. If the group feels like reaching the addict is more important than maintaining the unity, then they can do that because they are not commanded to do anything. The conversation really needs to be had at the group level where the power truly resides.

Zack M (AZ) made a Motion to call the question and Ashley C (CO) seconded the Motion to do so. Vote on Motion to Call The Question: 63 yea, 6 nay. 91% substantial unanimity reached. Motion passed.

Motion to Conference-Approve "The 12 Steps: A Plan of Action" is read again. Vote 68 yea, 0 nay, 2 abstentions. 97% substantial unanimity reached. Motion passed.

BREAK FOR LUNCH

Quorum count: 80 voting members present; quorum was met.

Brandon S (CA) made a Motion to Conference-Approve "The Twelve Traditions of Crystal Meth Anonymous" and Victor M (TX) seconded the Motion.

Questions and Feedback: None

Vote on Motion: 72 yea, 0 nay, 1 abstention. 99% substantial unanimity reached. Motion passed.

Paul C (FL) made a Motion to Conference-Approve "What is CMA?" and Odene T (Delegate, W. Canada) seconded the Motion.

Questions and Feedback:

Mike F (OR): The Oregon Area wonders if this is an appropriate reading to include an inclusivity statement in?

Freddie C: Are you asking if there is an inclusivity statement in the reading?

Mike F: I'm asking if this would be an appropriate document to add one to or not.



Aaron M (CO): While I'm sure there would not be opposition to including one in the reading, we are voting to approve the reading as has been presented and previously circulated to which the fellowship has already had a chance to respond.

Michael C (NY): While I respect the reading that has been presented for consideration, the previously used reading "What is the Crystal Meth Anonymous Program?" has a beauty to it that makes it much easier to memorize and therefore can be said as almost a prayer of sorts, but this reading comes across more didactic than is necessary. The readability of it is lacking, though the details are fantastic.

Vote of Motion: 57 yea, 6 nay, 3 abstentions. 86% substantial unanimity reached. Motion passed.

Minority Report:

Richard L (Delegate, NY): If we are going to move towards being a more inclusive fellowship, then it needs to start somewhere.

Michael Paul (TX): speaking from the Majority made a Motion to Reconsider the Vote and was seconded by Michelle "Red" S (AZ).

Questions and Feedback on Motion to Reconsider:

Tanner W (OR): requested that the vote count on the original Motion be read again.

Aaron M (CO): 57 yea, 6 nay, 3 abstentions.

Scott H (NC): I always agree with reconsidering issues as doing so allows us to question and rethink and it is a basic tenet of the spiritual basis of our Program

James C (AZ): I am against reconsidering the vote because there are other options that can be considered for the inclusion of an inclusivity statement

Will H (MA): Given the percentage of dissension it would seem that more discussion on the topic is merited.

Ashley C (CO): If we reconsidered and we voted to not Conference-Approve the reading, what will happen to the literature itself?

Aaron M: It would remain Interim-Approved and available for use still

Brandon S (TX): If we do not Conference-Approve this today, does it remain an editable piece of literature that can be added to? On the flip side of that, if we do Conference-Approve the literature today does that mean nothing can be changed in it?



Freddie C (CA): Even if we approved it at this level there is always room for change going through the correct process. The Delegates would have to bring the voice of their Area to the Conference and ask for that change.

Aaron M (CO): There has only been one time previously where a reading thought to be set in stone has been changed after it was considered to need some work on wording to make the flow of thought better. It was a long, long process to make the changes needed.

Davis S (GA): A Conference-Approved piece of literature can be edited for grammar and sentence structure, but not for content.

Amy (CO): What kind of verbiage are we considering changing?

Aaron M (CO): That is not what we are considering or discussing at this time. That would be discussed should the Motion to Reconsider pass and the literature then not be Conference-Approved.

Scott H (NC): I plan to vote on this by considering the question “does this literature reflect the consciousness of the fellowship as it stands today?” and I do not know that it does because while we have begun to do the work needed to have an inclusivity statement, we are still very far away from that.

Michael C (NY): While I appreciate the spirit of wanting to include an inclusivity statement in the reading, I think it would be inappropriate prior to doing any inclusivity work done in the fellowship. It would purely be a symbolic gesture.

Doug R (MD): I would support sending this reading back for reconsideration so that it can be reviewed and worked on by the DEI Advisory Committee since it is a statement of who we are as a fellowship.

Vote to Reconsider the Motion: 33 yea, 31 nay, 4 abstentions. Only 49% in favor of Motion. Motion to Reconsider the Vote fails.

David S (GA): Everyone should be aware that the DEI Advisory Committee is working on an inclusivity statement for CMA.

Questions and Feedback:

Jarred (CA): Members of our Area have expressed concern with the use of the phrase “speed was our master” in the “Are You A Tweaker?” reading. They suggest eliminating that phrase from the reading.

Freddie C (CA): That same issue has been brought to our attention before and we invited the members who expressed the concern to join us in a conversation about it and set aside a date and time to do so and no one joined us. We continue to ask for people to come on our call and discuss this issue



Zack (AZ): I would like to have long forms of the Twelve Traditions and create a version of the “Twelve and Twelve” with the long forms of the Traditions included as well as the Twelve Concepts now that we as a fellowship have the experience to do so?

Brandon S (CA): A member of our Area has asked for CMA to create audio versions of all our books, readings, pamphlets, and other literature. This will be an outreach to vision-impaired members and those that are literacy-challenged.

Freddie C (CA): This was discussed in the breakout session we held yesterday and what that would entail, so the work has just begun on that project.

Mike F (OR): Our Area thinks that Sex and Relationships would be a good topic for one of the Voices of the Fellowship books.

Freddie C (CA): We were looking at doing a Sex In Sobriety book, but that could very easily become a Sex and Relationships book. We will have to take that into consideration.

Ashley C (CO): The Literature Advisory Committee can only work with the material we have, so we need your stories. If you don’t know where it fits in, just write it down and we will figure it out. If you don’t feel comfortable writing, just record it and we have people who will do so for you. Please go back to your individual groups and ask the members to write and submit whatever they can.

Doug R (MD): I often get questions from sponsees asking what the basic text of CMA is. I tell them it’s the Big Book of Alcoholics Anonymous and then I usually get asked why we don’t have our own. I try to explain why that is, but is there any chance that we may someday get our own version of a basic text?

Freddie C (CA): As we grow up as a fellowship we create new literature. Currently we are at a stage where we use personal stories to express our experience with recovery and the Steps, but as we grow there is plenty of room to develop literature of this nature. Some of the projects we have on the horizon are leaning in that direction as we’ve had many requests for this type of literature.

Davis S (GA): At one of the first General Service Conferences the question came up of “what is CMA?” exactly. Is it a program of recovery? Is it a fellowship of addicts that work a program of recovery? They adopted the latter idea. So under that guidance literature created was not focused on creating our own program of recovery, but creating books of stories and pamphlets to share experiences. We are growing as a fellowship, Board, and Conference and we are looking to the future and this change is something that we will consider as we do. Like everything else, time takes time and we move at a purposeful pace. Five years ago the answer to this question would have been a no, but five years later where we are now the answer very may well be a yes.

Freddie C closed the Literature Advisory Committee report by reading from the Forward of “Voices of the Fellowship: Our Recovery”.



The Literature Advisory Committee meets on the 1st Saturday of the Month at 8:30 AM Pacific, 11:30 AM Eastern via Zoom at <https://zoom.us/j/91304970452> Audio Only (346) 248-7799 or (669) 900-6833 Meeting ID: 913 0497 0452

Public Information & Outreach (PI&O) Advisory Committee

The Public Information & Outreach (PI&O) Advisory Committee report was given by Armando D (Chair, PI&O Committee, NY). The purpose of the PI&O Advisory Committee is to inform the public that CMA exists through providing information to non-addicts, medical and addiction professionals, the fellowship, media, and addicts still sick and suffering. The Committee looks for ways to carry the message to places where people are most likely to hear it. PI&O is able to do this outreach through traditional methods, non-conventional means, and out-of-the-box ideas. Armando introduced the elected officers of the Committee, the liaisons to the other Advisory Committees, workgroup leaders, and the other members of the PI&O Committee.

Helpline Report

Jimmie C (Helpline Coordinator, Mid-Atlantic Regional Trustee, NJ) stated that the main purpose of the Helpline is to get an addict to a meeting, whether it be their first or if they are traveling in a different area. Jimmie introduced the volunteers who man the CMA Helpline. Jimmie stated that there were 2,724 calls attempted to the Helpline this past year, compared to the 2,158 calls attempted the year before that. While these calls were up, so were the calls abandoned which are calls that were disconnected prior to the voicemail picking up (up to 879 from 475 the previous year), but a lot of this can be attributed to pandemic response. This shows that there is still more work to do. We currently cover 115 hours out of a 168 hour week. While this is up from the 84 hours per week covered last year, there are still plenty of timeslots throughout the week needing to be manned. The general requirements for working on the Helpline are: one year of continuous clean time, have worked (or are working) the Steps with a sponsor, a dedicated working phone that no one has access to, internet access separate from the phone you are using to take calls, and being to commit to at least one recurring hour per week. The Helpline Coordinator position will be open come January 1, 2022. The duties of the position include: answering Helpline emails and voicemails,, maintaining the Helpline coverage schedule, updating Helpline guidelines, screening potential volunteers, and maintaining the Weblink call forwarding system.

Overview of the projects currently being worked on by the PI&O Advisory Committee:

- Substance Use Disorder (SUD) Professionals Outreach: this initiative is in place to reach the addict that does not know that CMA exists. This is done by reaching out to the professionals who work with addicts every day. The Committee has created a database of schools, professional organizations, and other groups that interact with addicts. Then the work begins to find the best way to contact those organizations and/or individuals within them and then supplying them with our Letter to the Professional as a way of introduction and providing a method for them to reply to the Committee for more information. The Committee has targeted over 35 organizations including, but not limited



to, ASAM (American Society of Addiction Medicine), NAADAC (the Association for Addiction Professionals), ChildHelp, National Association of Social Workers, International Employee Assistance Professionals Association, etc. The Committee will continue its commitment to this effort and to growing the list of professionals and organizations to reach out to. There will be a SUD Outreach Coordinator position created on the Committee, as well as continuing to work closely with the Hospitals & Institutions (H&I) Advisory Committee in the HIPI Workgroup to support each other's outreach efforts and not overstepping into one another's realms of interest.

- Digital Outreach Report: Digital Outreach focuses on the use of digital media like video and other graphic content to reach the still suffering addict. The banner ads on Grindr over the previous year drove 298 new users to our website and accounted for 1.41% of all website traffic, over both Bing and Yahoo. Digital outreach needs to reach a broader audience that more accurately represents our fellowship, so the Committee needs to know where addicts are online. In effort to widen our reach the focus will be more driven to PSAs, Google Optimizations (SEO) & Ads, underserved areas and demographics, content strategy and formats, etc. PSAs on YouTube are outdated for the way that today's audiences consume media (TikTok, Instagram, and Facebook being more highly effective platforms). We can create a Google Non-Profit to promote the fellowship on the platform and possibly qualify us for grants to expand our reach. There is more information and research needed to be done to discover how best to reach underserved demographics that are consuming different types of digital content while using. Any information or guidance in this area would be much appreciated.
- Fellowship Survey: In 2013 the Committee created a survey for the fellowship to more effectively carry the message to the still suffering addict by better understanding the diversity in our fellowship. The survey can be accessed online and either submitted on the web form directly or printed and mailed back into the Committee.
- Women & Diversity Outreach: the Committee will focus efforts reaching out to women's facilities, Child Protective Services, etc.
- FAQ: This is a proposed extra webpage that will answer questions about CMA and crystal meth addiction. The Committee is using the United Kingdom fellowship's version as a guide and adapting language and content for the United States. The workgroup spearheading this effort will meet with the Literature Advisory Committee to further the development of this page.

Initiatives to work on in the coming year:

- Working with Communications Advisory Committee to help update the PI&O information on the website, set up Google Nonprofit account to run ads, adding the Helpline number to the Google Nonprofit account page, and creating a Fellowship Survey on the website.
- Working with the Diversity Equity & Inclusion (DEI) Advisory Committee to ensure that the correct language is being used in the Fellowship Survey and working together on the outreach effort to women dealing with Child Protective Services.
- Creating a database of members of the fellowship who speak other languages to support the Helpline when non-English speakers call



- Reworking our PSAs. Armando played a new version of a PSA that used the current visuals with soundbites from our SoundCloud.

Questions and Feedback:

Michael Paul (TX): We have a local group for friends and families of crystal meth addicts called CM-Anon and I was wondering if this was something that has been on your radar to work with them or not because it could be helpful to many others across the country.

Jarred (CA): Is it ever appropriate to reach out to certain constituents in the community at a District level, such as social workers, law enforcement, etc. Possibly to hold a focus group on how best to reach the addict in the local area. Are there resources available from PI&O to assist in this effort?

Armando D (FL): The work that the Committee does is not for us globally, it is to provide tools for the groups to use locally. We would be happy to help in any way possible.

Dawn (CO): Does one need to attend the PI&O Committee meeting to suggest a medical facility they should be reaching out to?

Armando D (FL): You do not need to attend the meetings. Just email me or our Co-Chair Julie and we will add the facility to our database.

Amy (CO): I would suggest reaching out to women's shelters as well as a part of the Women's Outreach effort.

Rob R (NY): The Fellowship Survey is incredibly important because it really shows us who we are these days and that information is needed to guide the future of literature and communications of all kinds. Also, as someone who worked on the original PSAs be prepared for pushback on any changes being made to them. It was an intense labor of love to create those and they are an incredibly important tool.

Irene (AZ): Some feedback from the Central District of Arizona is that more work is needed to expand the database of substance use professionals, we should be attending national drug summits, we should be conducting outreach in the classrooms that are teaching the medical professionals, we should be in the curriculum being taught to doctors and counselors and nurses, and we should setup pages on social media and make sure the language is appropriate to the audience (professional for the professionals).

Sarah G (CO): Are you able to tell us how long someone directed from a Grindr banner ad stayed on the website?

Brian T: People spent an average of 1 minute on the website, meaning that some people spent 5 seconds there while others spent 15 minutes on the website. Most commonly people navigated from the landing page to the meeting guide where they searched for a meeting.



Garrett C (GA): The banner ad also had our phone number. Was there an increase in the number of calls to the Helpline during the campaign while the banner ran? Do we have any idea of the number of impressions, or people who saw the ad?

Brian T: We don't have that exact data in front of us right now, but it was in the range of 10-15,000 people who saw the ad per day that it was ran. We don't have any way to track whether or not there was any increase in calls to the Helpline. We don't really get enough calls any hour of the day regularly to be able to track fluctuations like that.

Brian (AZ): Can you give a preview of what ideas you have to update the PSAs?

Brian T: We are reaching cis-gender gay men, but we need to figure out how to reach a much broader demographic audience. People these days are consuming most media on their phones in portrait mode, so the PSAs would have to be aligned accordingly. TikTok was considered to be the most direct way to reach addicts and TikTok is populated by hashtags and that makes it eminently easier to put the videos in front of addicts by allowing ease of search.

Mike F (OR): Do you have any email templates or scripts available for guiding people who are new to this work but wanting to do it locally?

Armando D (FL): We do have them, but they are not complete

Ashley (CO): I had heard that there was going to be an attempt to use international members of the fellowship to cover some of those off hours on the Helpline. Is this still the case?

Jimmie C (NJ): There are logistics that need to be looked into, but this option has been discussed.

The Public Information & Outreach Committee meets on the 3rd Saturday of the Month at 9:00 AM Pacific, Noon Eastern via Zoom at <https://zoom.us/j/99397289310> Audio Only (253) 215-8782 or 346-248-7799 Meeting ID: 993 9728 9310

Hospitals & Institutions (H&I) Advisory Committee

James C (Chair, Hospitals & Institutions Advisory Committee, AZ) presented the H&I Advisory Committee report to the General Services Conference. The purpose of the H&I Advisory Committee is to provide support and guidance to members of the CMA fellowship involved in H&I service work at the local level. H&I service work primarily occurs at the local level as Areas and Districts are generally responsible for carrying meetings to the still suffering addicts inside institutions. The H&I Advisory Committee wants to act as a resource to those local service entities to assist them in setting up new meetings and overcoming any obstacles they may encounter when trying to bring those meetings into various institutions.

Overview of work done by the Committee in 2021:

- Website Review: Looked at the H&I section on our website to make any updates needed, including to the various meeting formats available there.



- H&I Panels: Provided needed support to current online H&I Panels.
- H&I Handbook: Made ongoing updates to this living document to ensure that it reflects the most current information and strategies available. The hope is to have a final version of the Handbook to present to the Conference next year.
- H&I Book: Continued working with the Literature Advisory Committee to make “Voices of the Fellowship: From the Inside Looking Out, A Sober Cell” a reality.
- History of H&I: Gathering stories and experiences from people in the fellowship across the country who work in, or started, H&I in their Area to create a concise document available to everyone for review.
- Lighthouse Project: Created a database of local contacts for H&I service work so that when an addict reaches out the Committee can direct them to someone who can provide the assistance requested.
- Inmate Correspondence: Continued the work of tracking and responding to letters from inmates in prison and fulfilling literature requests when possible.
- Get Into Jail Card: Worked with the PI&O Advisory Committee to create a “Letter to the Facilities” that can be sent to local Areas wishing to begin H&I service work and hopefully help them get their foot in the door at different institutions, which is currently available online.

Overview of the work done during the breakout session at the Conference:

- DEI Liaison: Drafted an official description of the position and outlined all of the duties the position will entail.
- Committee Budget: Discussed the effect having the forthcoming book will have on the budget and how that can be accounted for.
- Website Review: Performed a line-by-line review of the H&I section on the CMA website and compiled the feedback to be delivered so the website can be updated. This work will continue so that the website can remain current.
- Meeting Formats: Reviewed the H&I meeting formats available and made edits needed to provide the best meeting format possible. The goal was to make it so that someone who knows nothing about recovery could download the format and bring a meeting to someplace immediately.
- Handbook Review: Conducted a quick review of the H&I Handbook which is online and provided to be a valuable resource to any local service structure wanting to start doing H&I service.
- Delegate Feedback: Held a sharing session with Delegates in attendance to listen and discuss the issues they brought with them from their local Areas. Items discussed were: need for more clarity in the FAQ section, guidance on the relationship between H&I and PI&O, further explanation on the issue of attraction vs. promotion, creating a template for an inmate release informational packet, more efficient ways to get resources delivered to the local service level, providing literature written at an elementary school level for the literacy-challenged, etc. The request for a method to celebrate clean time in H&I meetings was fulfilled by the creation of CMA sobriety chip bookmarks that can be downloaded from the website and taken into meetings with no problems. They can even be edited with the local Area’s information so the addict has a resource in their hand immediately upon their release.



The floor was then opened for questions and feedback from anyone present needing information or resources on H&I service work:

Rob R (NY): We have found that locally we have lost a lot of contacts with jails and institutions post-pandemic. We need a bridge to allow us to make those connections again.

Richard L (NY): We get letters in our inbox from all across the country from inmates wanting a book. How should we address those requests?

James C (AZ): We have a process for that in place. Please forward the letter to me. We will then contact the local fellowship and either forward it if they are able to respond to the request or we handle the request ourselves.

Sarah G (CO): This another example of why we need the local contact database.

Jeff L (CO): Can there be better communication between the Area and the H&I Advisory Committee? Also, can there be a list of H&I meetings published online? In our Area, the H&I and PI&O Committees worked together to create a “handshake packet” that can provide for a quick introduction of services to local facilities. Is there any way that something like this can be created or shared with different Areas around the country?

James C (AZ): We err on the side of caution when it comes to publishing meeting lists because a lot of the facilities we work with have privacy concerns and HIPAA regulations they have to follow, so please be aware of these concerns at your local level as well.

Sarah G (CO): A lot of the meetings across the country are struggling to maintain or recreate relationships that were fractured by the pandemic. A lot of Areas are taking different tacks to do so, whether by creating “handshake packets” to get literature of some kind into the facility or by a joint effort between H&I and PI&O Committees, etc. We need to try engaging in conversations beyond getting meetings into facilities not allowing them currently such as providing Zoom meeting lists or our website or the link to the SoundCloud.

Strategic goals for the coming year:

- **Book Delivery:** The Committee wants to get “A Sober Cell” into as many jails and prisons across the country and into the hands of as many addicts as possible.
- **Lighthouse Project:** Continue building and expanding the database of local H&I contacts across the country.
- **Online Resources:** Providing local Areas with resources such as sobriety count bookmarks and stickers on the website. Continue to make updates to the H&I section of the website, including to the meeting formats available.
- **Budgeting:** Refine the Committee’s budgeting process to reflect “A Sober Cell” and continued growth of reach into jails and prisons
- **Literature:** Harvest as many H&I stories as possible throughout the year for future literature. The Committee needs stories for experiences from treatment centers and hospitals as well. Development of an H&I orientation script and presentation for local fellowships is in the works, as well as having an H&I Handbook to present to the Delegates at next year’s Conference. In support of this effort, please review the H&I



Handbook with your local Areas and provide any feedback and questions so that we can have the best Handbook possible.

Questions and feedback:

None

The Hospitals & Institutions Advisory Committee meets on the 4th Saturday of the Month at 9:00 AM Pacific, Noon Eastern via Zoom at <https://zoom.us/j/92507671325> Audio Only (346) 248-7799 or (669) 900-6833 Meeting ID: 925 0767 1325

CMA International Working Group

Will H (Chair, International Structure Committee, MA) presented the Conference report from the CMA International Working Group. The group is working to build an international plan for service. At the 2018 General Services Conference, Peter S (AU) made a Motion to “establish a template for World Service Structure by the 2023 General Service Conference”. The Motion was seconded by David M (MN) and passed at the same Conference. The Mission Statement of the group is “to facilitate communication between and among CMA fellowships worldwide and the existing service structure of the North American Conference of CMA. It also seeks to share our experience in creating the North American Conference and service structure to help CMA grow around the world, and to assist groups worldwide in accessing the existing services of CMA.” The group has been tasked with creating a service structure within the guidelines of our 12 Steps, Traditions and Concepts as well as in line with the principles outlined in the CMA Conference Charter. The group is made up of members from the United States, the United Kingdom, Australia, Canada, and Germany. There has been sporadic contact and work with members from Nepal and New Zealand.

Highlights of the template created thus far include:

- Organizing on an NSP (Nation, State, Province) model, but still allowing room for structures based on linguistic or cultural affiliations that may cross political boundaries.
- Maintaining the “Inverted Pyramid” pyramid service structure of the North American for proposed structures.
- Some of the global fellowships are large enough now to start “growing into” and modeling themselves after the structures described in the service manual.

Needs identified by international fellowships:

- Information on how best to meet group needs at the top of the pyramid first, which began development of an FAQ on how to organize locally to be of most service to the groups.
- Finding trusted servants.
- Translated literature and readings.



- Awareness of DEI principles and legal/cultural issues by checking assumptions and customs that are Western-centric.
- Safety of members to gather. Online meetings have been a great resource for those with barriers to be able to congregate safely in person. There is a much higher level of global interconnection online due to the pandemic.
- H&I materials to further develop this area that is essential for growth

Proposed timeframe for structure development:

- Interim group work session prior to this year's Conference
- Structure documents developed by the end of 2021
- Conference feedback on documents in 2022
- Present draft structure proposal to the General Service Conference in 2023
- Group is on track to meet all of these goals

Will took a moment to express the group's immense and eternal gratitude to Trish M who served as the group's Secretary until her passing.

The International Working Group is actively seeking new members. Most of the global members already carry a large load of service commitments back home and therefore have less time to dedicate to service in the working group. Also, the Literature Advisory Committee is *ALWAYS* looking for members of the fellowship with language skills to assist in the translation effort.

Questions and Feedback:

Tanner W (OR): It would be helpful if the Literature Advisory Committee added the International Working Group's FAQ to its standard suite of translations.

Victor M (TX): I was approached by someone in Mexico City, MX and will be starting a meeting with them in Mexico City.

Will H (MA): Please provide us with that person's contact information so that we can invite them onto our group.

The International Working Group meets on the 1st and 2nd Saturday of each month at 0400 UTC (Universal Time Coordinated) via Zoom at <https://tinyurl.com/cmaintl>

Nominating Committee

Jimmie C (Chair, Nominating Committee, NJ) presented the report from the Nominating Committee to the Conference. Jimmie began by introducing all of the members of the Committee and reminding the Conference that every Region will have at least one position for Regional Trustee open next year. Jimmie presented the 2021 Regional Trustee Map delineating the 11 Regions recognized in the North American Conference.



Regional Trustee Certification Process:

- Areas nominate an Area Trustee Nominee
- The nominee will complete a written application detailing their service history and professional experience
- The nominee will draft and provide a written statement of purpose
- The nominee will submit to a criminal background check per the requirements of our California 501(c)(3) organization
- The nominee will have a conversation with the Nominating Committee during which questions and answers can be provided by both the nominee and the Committee members
- It is suggested that the nominee is active on at least one GSC Advisory Committee
- The Areas will hold a Regional Assembly at which the body will vote to recommend a single Regional Trustee Nominee for consideration
- The General Services Conference then votes to accept the recommended Regional Trustee Nominee

This would normally be a non-voting year, but there was an unexpected opening in the Pacific Region that needs to be filled for one year until the entire process begins again.

Lee M (NV) introduced Gina B (CA) as the Regional Trustee Nominee unanimously voted upon and approved by the Pacific Region and continued by sharing his own personal experiences working with Gina over the years. Gina addressed the Assembly and provided a review of her past and current service work and goals for the future.

Lee M (NV) made a Motion to Approve the Recommendation of the Pacific Regional Assembly for Gina B to be the Pacific Regional Trustee and Jeff L (CO) seconded the Motion.

Various members came forward to detail their experiences working with Gina B at various levels of service.

Jimmie C presented the schedule for the 2022 Regional Trustee Nominating Process:

- Every Region will have at least one Trustee position open
- Each Area can nominate one candidate to the Region
- All Area nominees are due to the Nominating Committee by January 15, 2022
- Area Nominee applications are due by April 1, 2022
- Nominating Committee will begin its vetting process, which takes about 7 months to complete
- Regional Assemblies should select a single nominee around August 2022
- Regional Nominee recommendations will be confirmed at the General Services Conference in San Diego, California



Vote on the Motion: 62 yea, 0 nay, 0 abstentions. 100% substantial unanimity. Motion passes. The final certification will occur at the next meeting of the Board of Trustees.

Garrett C (GA) made a Motion to Close the Assembly and Richard L (NY) seconded the Motion.

Assembly adjourned for the day.

General Service Conference Day Two

The General Service Conference Assembly reconvened on October 17, 2017 and was called to order at 9:03 am CDT by Aaron M (Chair, General Service Committee, CO).

Yvonne W (AZ) read the Serenity Prayer

Gina B (CA) read the Twelve Traditions of Crystal Meth Anonymous

Bobby K (IL) read the Twelve Concepts of World Service of Crystal Meth Anonymous

Quorum count was conducted. 63 voting members were present, quorum was met.

5. Conference Committee Reports

Diversity Equity & Inclusion (DEI) Advisory Committee

The Diversity Equity & Inclusion (DEI) Advisory Committee presentation to the Conference was delivered by Michael C (Chair, DEI Advisory Committee, At-Large Trustee, NY). This is the first year that the Committee has been in existence and therefore this is the first report being delivered to the Conference. Michael explained that the purpose of the Committee is to help individual groups address DEI issues that may arise at a local level. These issues are complex and difficult and very different in an area like Nebraska vs. New York City. The Committee was not created to teach DEI to the fellowship or to the world at large, but to provide local groups with tools for outreach in their communities. DEI issues are complex and difficult to focus on and strike an emotional cord in many people and therefore need to be addressed with transparency, honesty, and respect. DEI requires that we be aware of who is not in the room such as trans individuals and PLWD (People Living With Disabilities), etc. There is no need to apologize for who we are, but in fact to celebrate our diversity in sexuality, ethnicity, and gender. We must think about DEI work beyond just race to include PLWD, neurodiversity, etc. To do the work, one must separate “whiteness”, which is an artificial construct, from ethnicity (Italian, German, French, etc.) and be aware of all the barriers that addicts need to step over to hear the message of recovery.



DEI work started as a fellowship within the New York City CMA community called Ike & Tina in 2016 that was started specifically for black people in the rooms. It came from a group of people with some time under their belts recognizing that they did not have space to build friendships or connections with one another due to commitments in other areas of service. The fellowship began as a simple brunch, which evolved into a Facebook group, and then grew to include retreats and special events. When the pandemic hit the group decided to start a meeting. This was despite the fear that they could possibly be perceived as separating themselves from the whole, which was not the intention. From these humble beginnings there is now a directory of over 90 black, queer, trans, cis, etc. folks who are all connected by this group. The group's membership has grown beyond New York to other cities across the U.S., Canada, and Europe.

In 2017 women in the Chicago District of the Illinois Area began to question the cisgender male gayness of the meetings, which led the Illinois Delegation to put the question forth on the floor of the General Service Conference in 2019. This in turn led to the DEI sharing session at the Conference last year.

In 2019 the Nominating Committee began to prepare the leadership of CMA for what was quickly coming to the surface, the outcome of which is now intentional recruitment of POC (People of Color) and women to sit on the Board of Trustees.

The DEI Intergroup was created in 2020 in response to the request of the fellowship, not by order of the Board of Trustees. The group held two town hall sharing sessions and gave presentations on DEI issues when requested by different Areas. The workgroup created surveys that were circulated to the fellowship to get a measure of the diversity of the body of the fellowship. 2020 also saw the creation of the Bitches Breaking Bad meeting on Zoom, which is group of women meeting to discuss issues specific to them and a space that allows them to share freely and openly in a way they were previously incapable of doing.

At the 2020 General Service Conference there was a sharing session open to the entire fellowship that allowed members to express their concerns and thoughts in an open safe forum. Minutes for the sharing session can be requested for review.

The DEI Advisory Committee was created by the Board of Trustees and the General Services Committee listening to the fellowship and in response to their requests. Not that an Advisory Committee was requested per se, but in order to address the concerns raised by the fellowship, creating an Advisory Committee was the best path forward to focus on these issues. Research into guiding documents in Alcoholics Anonymous showed that if the need was there, the Board could create such Committees or resources needed to serve the fellowship.

DEI work skirts very closely to being an "outside issue" to some people, especially in the current environment we live in right now. We do this work in support of the Primary Purpose to carry this message to the addict who still suffers.



Michael presented a video testimonial from Lucky in New York, a trans member of the fellowship. Lucky discussed how she has encountered sexism, transphobia, and other exclusionary actions while seeking recovery. She discussed how the local fellowship is at least having the discussions that need to be held to figure out how to create the safer spaces needed to allow all addicts the opportunity to seek their own recovery, but that the bulk of the work needs to be done by cisgender members to show that these issues are important to the fellowship as a whole and not just lean on one or two trans members to lead the way forward all the time.

When playing “Devil’s Advocate” and trying to think of how DEI work might be in conflict with the Traditions, some thoughts were: talking about race could be an “outside issue”, DEI is only an issue in some areas, inclusion is not recovery, these are political issues, we are promoting rather than attracting, isolation is an internal barrier and not an external one, the GSC could be seen as telling local fellowships what to do and how to behave, no one is asking for these services specifically, etc. We consider these because it is important to look at issues from all angles.

DEI work can begin from holding a Group Inventory as covered in the Alcoholics Anonymous pamphlet “The AA Group: Where It All Begins”. Of the 13 questions listed in the inventory, 7 are directly related to DEI issues. These questions challenge a group to do outreach to people that for whatever reason are unable to engage in recovery. In the breakout session held by Committee, they took these 7 questions and divided the room into 4 different groups focusing on Black Indigenous People Of Color (BIPOC), Trans folx, Women, and People Living With Disabilities (PLWD) and performed a mock group inventory to discuss how the message is being carried to each specific group. Then a general discussion was held to share concerns and feedback that participating in the mock group inventory stirred up to process those feelings in a healthy productive manner.

The breakout session also resulted in a Purpose Statement for the DEI Advisory Committee being drafted stating that “our mission is to engage the fellowship widely on issues relating to Diversity, Equity, Inclusion, and Belonging. We will listen, seek participation and input, and produce resources that support people of color, women, transgender people, and other historically marginalized groups. We will conduct ourselves transparently, aligned with the Traditions and Concepts of CMA.” This Purpose Statement will be brought to the Advisory Committee as a whole for review and approval before being submitted to the GSC for approval. The top three goals for the next 2 years as decided by the attendees of the breakout session are: further development of the CMA Group Inventory tool so that local groups can begin having their own guided discussions surrounding DEI issues, developing an Inclusivity Statement, and create DEI content for an Advisory Committee tab on the website.

Questions and Feedback:

Brian (AZ): We believe there are issues that need to be addressed on how this process was done outside of specifically addressing the merit of having a DEI Advisory Committee. Our understanding is that this was asked to be discussed by the fellowship at the 2019 Conference,



so when and how was this Advisory Committee established and was it specifically requested by the fellowship at any time? My understanding is that this Advisory Committee was created by the Executive Committee. If you reference page 42 of the General Service Conference report from 2019 it states “what we are asking for is a discussion about those people who have been marginalized within 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.” In 2020 we did have a separate discussion about this issue and information was provided to the Delegates to solicit feedback from the groups. At no time was information provided stating that an Advisory Committee was being talked about or formed. The Service Manual states that “the Board of Trustees is the chief service arm of the General Service Conference and is primarily responsible for ensuring the smooth day-to-day operations of Crystal Meth Anonymous. While it conducts all direct financial and legal operational activities for the fellowship its actions are essentially custodial in nature. The primary duties and responsibilities of the Board are outlined in the Bylaws. The Board of Trustees receives guidance and direction from the Conference. As outlined in the Charter, the Board of Trustees is free to conduct its business as it deems necessary. However, on all matters that affect CMA as a whole the Board should seek the opinion and guidance of the Conference. As members of the Conference themselves they are able to participate in the decision making process.” So we have a process in place to get information to the groups by the Delegates and creating an Advisory Committee before the Delegates even have a chance to bring the information back to the members of the groups circumvents this process. This is not operating in the spirit of the service structure. This creates the impression that we are governing and that this Committee was created at the direction of the GSC, which it was not.

David S (GA): We looked at the Service Manual, the Charter, and the Traditions after the sharing session was held last year because it was clear to us that this was something that the fellowship wanted. Michael was recruited onto the Board as an At-Large Trustee because of his experience in this area so that when the new administration started on the Board the Executive Committee started a workgroup to start exploring these issues and we could help the organization and the fellowship. This work was presented to the Board at the Annual Board Meeting where it was presented as a working Committee. At that meeting the Board of Trustees made the decision to make this an Advisory Committee so that DEI could start to interface with the other Advisory Committees and start to do the work that was asked of them to do. Because it is an Advisory Committee the decision was made to give them the space to meet and present to the Assembly like the others are. We did the research into the Conference Charter where it states that the Board can create Committees to do the work that it was tasked to do. Concept Eleven states that the Board “should always have the best possible committees, staffs, consultants” necessary to do the work needed. It also states that the Board is the body who decides which actions require the approval of the entire Conference. Concept Three endows “each service level of CMA with a traditional right of decision which allows our trusted servants to decide what matters can be disposed of by themselves and what matters require them to report, consult, or ask for direction” and this was considered heavily by the Board when making the decision to create the Advisory Committee. The question at issue was whether this was an issue that affects the



fellowship as a whole and the answer is yes as well as no. It's not a policy that is being put in place that affects everyone, and it doesn't affect the autonomy of the groups. Then it came down to if this was something that the Board could do without the consent of the Conference, and the answer is yes. Then there is the question of whether this is something the Board should do without the consent of the Conference and that answer might be no, but this has been uncharted territory for us. If the fellowship has issues with the decisions made by the Board, this is the forum to address those and we welcome that.

Zack (AZ): Since this DEI Advisory Committee has been created, I as a Caucasian straight male feels less comfortable than I did before. I don't feel like I can ask questions like "what does ALT mean? What does transgender mean?" as I did before because now there is an entire Committee in place to say that I am asking an unacceptable question. We have a close knit, diverse fellowship in Phoenix that gets along really well. In hearing the story from the transgender individual earlier, we don't really have those same issues in our Area. We just try to make everybody feel just as welcome. I understand that there is a need for it, but there is also a big need for the demographic that does not have as much representation in this room as the transgender or African-American or the gay man and we need to be educated just as much, so whoever wants to teach me what these terms mean I would love to hear it because I'm confused.

Michael C (NY): Thank you for expressing these thoughts and concerns. We are not implementing anything that will force anyone to do anything they don't want to. There are specific areas that have reached out for help with these issues and it is our responsibility to the fellowship to be there as a resource to assist with these issues. If this is not an issue, priority, or concern in your area you will not be shamed for that. However if you want a resource to ensure that all of your meeting spaces are accessible on all levels, it is our responsibility to provide you assistance in that area. It is not the fellowship's responsibility to educate anyone on transgender or race issues. It is not in the purview of recovery.

Sarah G (CO): As a woman in CMA I would say that it is an emergency to be creating this Committee and safe spaces for women and other marginalized groups, just as it's important for straight white men to be comfortable in CMA.

Camaron M (HI), is excited for the creation of the DEI Advisory Committee because their local fellowship is 80% BIPOC, 40% women, 20% indigenous native Hawaiian, 10% transgender, and 10% straight male. They feel affirmed by the establishment of the Committee and would like assistance with: enhanced engagement with indigenous people, more CMA literature written at an elementary school level, and examination of ways to support and enhance the mental health of people in attendance at the General Service Conference.

Brent J (GA): When information about DEI started circulating in the local area, there were a few members who said that they finally felt heard. Because of this work, there is a new meeting that has formed in Atlanta that would like more training on what DEI is and how it affects our



fellowship. The meeting has requested that a DEI informational pamphlet be created and that a service position be created in groups of a DEI representative.

Mark K (MD): I want to begin by thanking the Committee for the important work being done. Our local intergroup drafted an inclusivity statement to be read at our meetings, even though it was not unanimously approved by all meetings in our Area. The inclusion of this statement helps everyone to feel like they are in a safe place which is incredibly important for addicts to know that they can share freely and that they are not alone.

Robert A (FL): When I first heard of this my initial thought was of the Primary Purpose and I did not see the value of this work. After going to the Annual Board Meeting I was confused even further. The presentation today allowed me to understand the work better and the need for it and I am going forward in full support of the Committee and the work that it does.

Ashley C (CO): I think the work being done by the Committee is amazing and I have a question, but I'm afraid to ask it because it does feel like in today's environment it is not okay to be a Caucasian cisgender female. This question comes to the topic of "whiteness" that you mention in your earlier slide and that it's not an ethnicity and it sounded like we should identify by the land of our ancestors. I personally am a European mutt and it would be hard to do that. Can you provide clarification on this because I'm sure that was not the intent of the message, but I am GSR for Bitches Breaking Bad and when I bring this back to the group I want to be able to adequately describe what the intention behind the slide was.

Michael C (NY): The purpose of including that in the slide was to illustrate how tense the conversation was in the breakout session and to not lead into controversy. There will be discomfort with some of these conversations, but I apologize if any offense was given.

Kylon H (IL): As someone has been a part of this discussion from the Illinois Motion up until now, the ask was that we increase inclusion for more folks to reduce the barrier to long term sobriety they were experiencing. The ask from the Fellowship was for more inclusion for everyone and not less for anyone, including white cisgender members. There sometimes may be feelings of discomfort and alienation when these conversations are had, but the goal has always been for more inclusion for everyone and less for no one.

Irene G (AZ): Some direct comments from our Area are that this is an important topic but more of an outside issue; each District should work on this issue locally and not at a GSC level; inclusivity is a personal issue that we need to work on ourselves and not at this level.

Brenda BS (MN): I called Aaron M when I first heard about this work. I explained that I live in Minnesota which is a very volatile, scary place to be right now due to circumstances over which I had no control. This fellowship is my foundation, my recovery, and my serenity. All of which I have needed during this time. I felt uneducated, unaware, and uncomfortable. The presentation today opened my heart and mind and I hope that we can all get some education to understand



better. I want to create an environment where everyone is accepted and where our common goal is always our recovery. Thank you for the work that you have done.

Jennifer J (GA): Where I live north of Atlanta, these issues are not present in our groups. When I went to meetings in Atlanta itself I was shocked because it was demographically so different from what I was used to. I saw Trish there and she was the only other cisgender white female there and she helped me feel loved and accepted even in the groups there. I don't understand what the different acronyms and pronouns mean and would appreciate more education being provided on those.

Melissa R (NE): Our local fellowship encourages everybody struggling with addiction to come and be a part of us. I came to my first Conference last year and I was shocked because I had no idea that there were so many gay people in CMA. The first thing I did was apologize to everyone in case I offended them, but I feel free to ask questions and everyone has been understanding and willing to answer them. I always appreciate learning new things and I think my fellowship would agree that we can all benefit from that work.

Brian T (MD): For the members that are concerned that this something that should be handled on a local level, here at the GSC the work is done at a national level to provide tools to the local fellowships should they wish to use them. The local fellowships are not required to use any of the tools provided, but we can offer as much as we possibly can to help those local fellowships should they desire to use them.

Brian T (MD) made a Motion that the DEI Advisory Committee be officially recognized and approved by the General Service Conference and Julie E (AZ) seconded the Motion.

Discussion on the Motion:

Aimee S (CO): Hearing Lucky's video broke my heart. I have always felt comfortable and accepted from the day I first came into the rooms of CMA and I want everyone to have that same experience. I support the tools that the Committee is offering and want to see the work continue.

Rue P (NY): As a bi-racial, Native American with European heritage person, I have profited from being assumed as Caucasian. When we saw people not understanding the meeting, I was a proponent of starting a Spanish speaking meeting. As a predominantly queer community in New York, we have seen straight men go back out and die and that saddens us. I do DEI work outside of the program, and think this is a hard topic outside of the Traditions and Concepts, and that this is a huge task to take on and it's beautiful that we are able to do that.

Michael R (FL): Recovery is difficult as it is and anything that can be done to remove barriers to finding recovery is work that needs to be done. I have sponsored a transgender woman for years who has struggled to connect to local recovery room and I just want everyone to have a seat at the table regardless of their background.



Doug R: I hear that “I walked into a room, no one looked like me, and I walked out.” But we need them to stay so that the next person that comes in can see and feel seen. We ask that you all stick around and be that person in the room that other people recognize themselves in.

Brian SK (UK): I very much support the motion. This has been an issue in London for a long time. When we talked about why we would send a delegate to the GSC, this is why. We are looking for the experience of a fellowship that has been around a lot longer than ours. The issues we have are not going away, and we hope that DEI will be able to help with training or information.

Garrett V (MN): I am a part of this advisory committee because I want to learn. I know that being a white cisgender male knocks down barriers other have in their lives and I can take that for granted at times. If there are problems in my life, they are of my own making. Of course these issues are not a problem for me personally, but if I open my ears and my heart a bit and I hear people asking for help, who am I to not offer the help they need? I just want to learn how I can help others as best as I can.

Walt W (CO): I am so proud of this fellowship, that we can say hard things and say hold on and that maybe this didn't happen the right way, and we can hear each other and consider that maybe it wasn't. I love when people are able to come into a Conference walking in with one opinion, and are able to leave here with a different opinion. Just because the work is hard does not mean that we should walk away from it. Many times in all of the fellowships we have bumped up against hard thorny issues, and we have found our way eventually. I know that we will find our way with this one as well.

Kristen L (DC): I check several different boxes in the LGBTQ+ realm, and I felt that I was totally involved with the people of my own group. I have never been asked about my sexuality or questioned about my ethnicity, but I do know how it feels to be put out of a room. I have never felt that way in CMA and I am truly lucky with the fellowship I have here, and I truly appreciate this Committee being created.

Armando D (FL): I want to thank the Committee for the work that they've done because it is so important and needed. Even if the Committee doesn't get to be official, the work that has been done so far is out there and we can choose to stay ignorant or get educated. I grew up in Miami where we were just blended in by default. In my move to New York I have seen all these different groups and have started questioning myself as to how progressive I actually am. There may be some areas where this is not a problem or issue, but there are so many where this is an issue and this work is just a tool we can use to become better and I hope it continues.

Victor M (TX): As a person of color and of Hispanic descent, there weren't Spanish speaking people when I could come to the Conference. It was hard to identify with others when I saw no one of my color. I am bilingual and when members of my fellowship asked me to help create a



Spanish- speaking meeting, I said yes. All of the Spanish-speaking meetings are on either the East or West Coast. It is great to see people of color getting involved at this level now.

Bobby K (IL): In regards to the Illinois Motion, we were asked for resources and guidance by our Area PI&O and H&I Committees. What I heard from the fellowship is that we need help. As it has been stated, not everyone has these issues but help has been asked for and it is very important that resources be available to those who need them.

Bobby K (IL) made a Motion to Call the Question and Michael Paul (TX) seconded the Motion. Vote on Motion to Call the Question: 56 yea, 10 nay, 1 abstention. Motion to Call the Question passed.

Jimmie C (NJ) restated the original Motion made by Brian T (MD) that the DEI Advisory Committee be officially voted on and approved by the General Service Conference. Vote on the Motion: 57 yea, 7 nay, 2 abstentions. 86% substantial unanimity reached. Motion passed.

Minority Report:

Brandon S (CA): I voted no because when it came time to vote it appeared that many of the chairs in the room were empty and there was still a long line of people waiting for a chance to speak on the Motion. I was hoping this would lead to tabling the topic for more discussion in a show of an abundance of caution. I feel like the vote was quick and hasty, and there could and should have been more room for conversation surrounding the issue. This is the only reason I voted no. I am in favor of the Motion, but I feel that there should definitely have been more room for consideration of the matter.

Continued feedback:

Freddie C (CA): While working on the Literature Advisory Committee, years ago we received a story called “Race in CMA, Is it an Outside Issue?” It asked a lot of the questions we are asking today. At the end of the day we went with the spirit of CMA and decided that it was important and was the voice of the fellowship. When CMA was created in 1994 and through the 2000’s, there was an attitude of “CMA meetings are CMA meetings”, we didn’t have LGBT CMA or straight CMA. We had one vision. Through the growth of CMA, new things have emerged. The forming of this Committee has not been a quick process. It started a couple years ago. I think Bill C would have been extremely proud of the work we are doing because he always wanted to make sure that we were always being inclusive of anyone seeking help.

Krista (NE): You can’t say DEI is not a problem in your area unless you know every person in your area. If you don’t have diversity in your area, that doesn’t mean that it’s not an issue that needs to be addressed. Therefore, DEI work is important to have available because you don’t know what all of the diversity needs in your area may actually be.



Irene G (AZ): After hearing the Minority Report I would like to change my vote and I would like to ask for a vote to reconsider.

Irene G (AZ) made a Motion to Vote of Reconsideration and Brandon S (CA) seconded the Motion.

Tanner W (OR): I can appreciate the concern that this decision was made in haste, however most of what we have heard today is support for the creation of this Committee and the work that has gone into this has been slow and intentional. I am not in favor of this Motion.

Vote on Motion to Reconsider of the Vote: 12 yay, 45 nay, 2 abstentions. Motion fails.

Michael C closed the DEI Advisory Committee presentation by saying that a lot of the comments shared were hurtful and caused pain and asked that the ones feeling hurt and are in pain to please stay a part of CMA. If you are doing the work, please continue doing so because you are keeping yourself and people who look like you sober. The people that you are fighting for need you to keep fighting for them. Michael then played the audio of Sarah G's video explaining that she formed the Bitches Breaking Bad meeting on Zoom because there was a lack of women's meeting in CMA and the desire for one was repeated over and over. Also, some of the language used in general meetings was aggressive towards women. Women need a safe space to discuss the issues specific to them and the first meeting had 34 women in attendance and it has only grown since then. The meeting regularly hosts women from across the globe and it gives them the room they need to work their recovery.

The Diversity Equity & Inclusion (DEI) Advisory Committee meets on 3rd Monday of the month at 9:00 PM Eastern / 6:00 PM Pacific via Zoom at <https://us02web.zoom.us/j/7344084548> and Audio Only at (929) 205-6099 or (301) 715-8592 Meeting ID: 734 408 4548

Conference Advisory Committee

The Conference Advisory Committee report was given by Robert A (Chair, Conference Advisory Committee, FL). Robert described that the Committee is responsible for planning and executing the General Service Conference by setting budgets, handling finances, processing registrations, and making decisions on hotel and catering options. 2020 was the first virtual Conference and this year was the first hybrid Conference, which will be the standard going forward.

Next year's General Service Conference will be held in San Diego, California with the theme of "Service Is Our Mission" with a logo forthcoming. The 2023 General Service Conference will be held in New York, New York.



To host a Conference in your city, the local Host Committee will have to develop a theme and logo for the Conference, perform fundraising activities for the Conference, locate the hospitality options for the Conference, plans an entertainment activity for the Conference attendees at their cost, etc. If you are interested in hosting a General Service Conference in your city, send an email to Conference.Chair@cmagso.net to request a bid packet. Once the bid packet is complete is then sent to Conference.Bids@cmagso.net for review. The deadline to send in bids for the 2024 Conference is May 15, 2022.

The Conference Advisory Committee meets on the 3rd Wednesday of the Month at 6:00 PM Pacific, 9:00 PM Eastern via Zoom at <https://zoom.us/j/94325539910> Audio Only (312) 626-6799 or (929) 205-6099 Meeting ID: 943 2553 9910

Executive Committee

David S (Chair, Board of Trustees and Executive Committee, GA) gave the Executive Committee report to the Conference. The Executive Committee is a standing Committee of the Board of Trustees and is responsible for the overall administration of CMA business. It is primarily responsible for matters affecting the corporation of Crystal Meth Anonymous and it helps ensure its compliance with Federal, State, and Local law. The Committee is also the custodian of important documents for the Board and CMA, such as the CMA Conference Charter, Manual for CMA World Service, and the Bylaws of Crystal Meth Anonymous. It also engages in strategic discussions and work regarding the General Service Conference.

Intellectual Property update:

- USA: Includes the Crystal Meth Anonymous name, CMA, the stylized logo with and without the circle, and Voices of the Fellowship
- UK: Includes the Crystal Meth Anonymous name and the logo
- China: Denied our applications
- Canada: Denied our initial applications, but we are appealing the decision
- Goals: Maintain and renew our certifications; apply for new marks as CMA develops in other nations; improve our recordkeeping for applications, certifications, correspondence, etc.; continue to monitor for misuse of our Intellectual Property; provide resources to the fellowship in regards to Intellectual Property issues

The Nominating Committee will be looking for members to fill At-Large Trustee positions that have Accounting/Finance skills and IT knowledge. The Nominating Committee goals for the future include standardizing nomination process documents, adding a Disqualification Statement to the application, enstating a recusal process for Nominating Committee members standing for Trustee positions, creating an exit interview process for outgoing Regional Trustees, drafting an outline for Regional Assemblies, and creating updates to the Service Manual.



As the presentation on the International Service Structure already mentioned, the goal is to have a template created by 2023 per the Motion passed at the 2018 General Service Conference and in support of this effort there have been drafts of diagrams of possible international service structures presented and discussed by the Committee.

The Executive Committee is working diligently to create systems and processes that will serve the fellowship of CMA well beyond the current administration and see us into the future. Some of these include:

- Moving chips and inventory into multiple locations in case of a catastrophe
- Creating a “wish list” of items to be acquired as funds become available
- Google Drive organization to streamline records retention and management
- Standardization in Agendas, Minutes, file naming, and nomenclature
- Create educational resources for Advisory Committee Chairs and Secretaries to develop and share institutional knowledge with incoming trusted servants

The Executive Committee has instituted a Trustee Mentor Project where each new incoming Trustee is paired with an experienced Trustee. This allows for direct mentoring on procedural review, as well as conversations before and after Board and GSC meetings to discuss what occurred in a confidential and spiritual manner. Early indicators show promise for the program.

Concept Nine - “Good service leadership at all levels is indispensable for our future functioning and safety. Primary world service leadership, once exercised by the founders, must necessarily be assumed by the Trustees.”: As the fellowship grows there is a need to fill certain trusted servant positions that require significant skill sets and service commitments. We seek Regional Trustees with these skills, but it is becoming increasingly clear that recruitment from the wider fellowship may be needed. Some of these positions will require Board status, while others will not. Currently we need new Board and GSC Treasurers as well as a Webmaster. We will be putting a call out to the fellowship as a whole for people with these skills.

Considerations when conducting strategic planning for the future must include creating processes, systems and policies that will ensure the future functioning and safety of Crystal Meth Anonymous that will outlast us all. These should encompass the ongoing spiritual needs and resources of the fellowship and make sure they are accommodated sufficiently.

Questions and feedback:

Zack M (AZ): It was suggested to me by a member of the fellowship that has been around for awhile that maybe we should fill empty Board seats with past executives and Trustees that have historical experience so that we do not repeat the mistakes of our past.



David S (GA): That is a great point that we have not considered yet as a solution, but I will take it back to the Board for discussion.

Walt W (CO) made a Motion to Close the Conference and Ashley C (CO) seconded the Motion.

The Conference concluded with a Gratitude Panel featuring Ashley C (CO), Brian T (MD), Sebastian D (IN), and Christopher A (TX).

The 2021 General Service Conference Assembly was adjourned at 12:15pm CDT.



Appendices



APPENDIX A: CMA History & Service Structure Presentation



SERVICE STRUCTURE & CONCEPTS

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 12 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 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 The seven CMA groups in LA formed the General Service Committee (GSC) and began the process of legally incorporating Crystal Meth Anonymous 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.



CMA - OUR HISTORY

October 2008 CMA's first General Service Conference was held in Park City, Utah and the Twelve Concepts for CMA World Service were adopted by the Conference.

Since then, CMA has spread throughout the United States and Canada, and groups have formed globally in Australia, Germany, United Kingdom, Switzerland, The Netherlands, Spain, Iran, South Africa, and Southeast Asia.

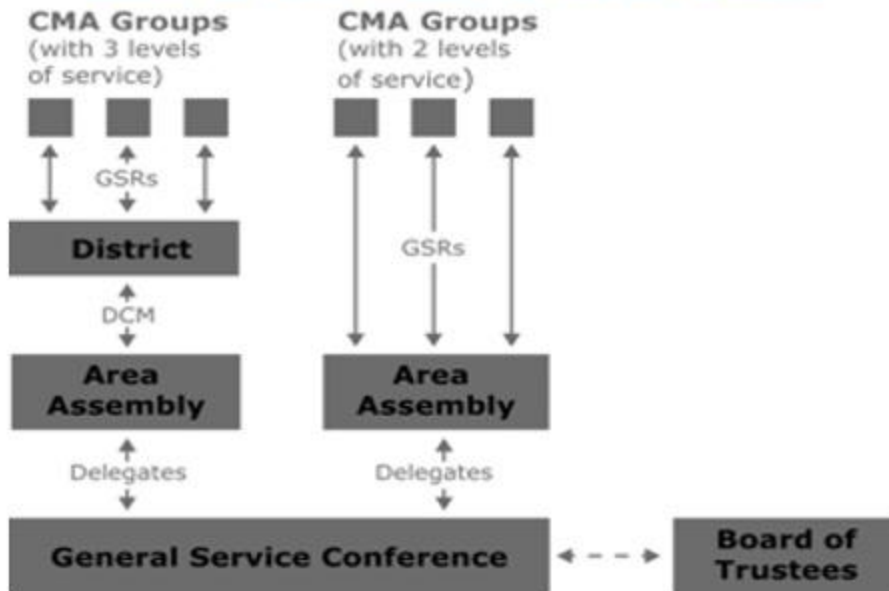
2011 CMA released its first publication, "Crystal Clear: Stories of Hope."

2019 CMA celebrated its 25th year anniversary at the 12th General Service Conference in Ft Lauderdale.

2020 CMA held its first Virtual Conference due to the Coronavirus pandemic.

2021 CMA releases its second publication, "Voices of the Fellowship: Our Recovery" at the 27th General Service Conference in Dallas, TX.

CMA'S SERVICE STRUCTURE



CMA GROUPS



For most of us, our first connection with CMA was at a meeting of Crystal Meth Anonymous. A meeting usually occurs 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.

CONCEPT 1

Ultimate Authority

Concept 1: Final responsibility and ultimate authority for CMA world services should always remain in the collective conscience of the Fellowship of CMA as a whole.



GSR



A GSR (General Services Representative) 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 to the group. 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.

DISTRICT

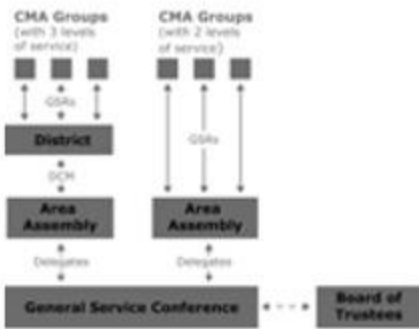


A District is formed whenever groups share a particular geographic, language, or other similarity. For example, California, a large state with many groups, has formed into 3 districts (LA, San Diego, and NorCal).

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, again providing the 2-way flow of information between local groups and the Area.



AREA and 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 and elect Delegates to represent their Areas at the Conference, thereby carrying the voice of their groups to the Conference.

CONCEPT 2

Voice of the Fellowship

Concept 2: The General Service Conference of CMA has become, for nearly every practical purpose, the active voice and the effective conscience of the fellowship in its world affairs.



THE GENERAL SERVICE CONFERENCE



The General Service Conference is a spiritual body. It's the effective voice and collective conscious of the Fellowship of Crystal Meth Anonymous. This voice is carried from the GSRs/DCMs to the Area Delegates, who bring their voices to the Conference. This ensures that the member groups of CMA provide spiritual direction to the Board of Trustees and its 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.

DELEGATES



Delegates participate at the Area level and the General Service Conference. They provide for communication and the two-way flow of information and between the Conference and the Areas. They carry the voice and experience of their fellowships to the Conference, and report back to their Areas all Conference activities that may affect CMA as a whole, using the Delegate Packet and Conference Report to assist them.

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



CONCEPT 3

Right of Decision

Trusted servants can vote their own conscience based on information revealed to them at the Conference, even if it goes against the direction from their fellowship, in matters affecting CMA as a whole.

CONCEPT 4

Right of Participation

This gives all trusted servants a voice and a vote at the Conference, endowing a sense of “belonging” and reinforcing Tradition 2, that no one be placed in a position of ultimate authority over another.



CONCEPT 5

Right of Appeal

Right of Appeal upholds the rights of the minority - our chief protection against an uninformed, misinformed, overbearing, hasty, or angry majority. It directly supports General Warranty 4, that the Conference "reach all important decisions by discussion, vote, and wherever possible, substantial unanimity."
(Concept 12)

CONCEPT 6

Board of Trustees

Concept 6: Although the General Service Conference has the final decision respecting overall matters of general policy and finance, it recognizes that the chief initiative in most of these matters, especially the day-to-day functions of CMA's world services, should be exercised by the Trustees acting as the Board.



BOARD OF TRUSTEES



The Board of Trustees consists of up to 22 Regional and 6 At-large Trustees. The 11 Regions of the North American Conference can each put forth 2 Trustee Nominees.

Each Area within a Region can each put forth a candidate; the Regional Trustee nominee is then selected at the Regional Assembly from among these Area nominees. Regional Trustee nominees are presented to the Conference Assembly for recommendation to the Board.

The Board has 2 standing committees:

- General Services Committee (GSC)
- Executive Committee

Regions of the North American Conference



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
- 7 standing Advisory Committees:
 - Literature
 - Hospitals & Institutions (H&I)
 - Public Information & Outreach (PI&O)
 - Communications
 - Finance
 - Conference Committee
 - Diversity, Equity, and Inclusion (DEI)

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.

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

INTERGROUPS

- Intergroups are separate entities, and not part of the Service Structure.
- They ought to 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 46 of the United States, the District of Columbia, and 6 Canadian provinces. However, less than half of these Areas were represented at the 2020 General Service Conference. We've come a long way, but there's still room to grow.

Since its inception, CMA has spread to at least four continents. There are CMA groups operating in Australia, Germany, United Kingdom, Iran, The Netherlands, South Africa, and Southeast Asia.

The International Service Structure Committee is working 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! QUESTIONS?



APPENDIX B: Annual Financial Update Presentation



2021

CMA
General Service
Conference
Dallas TX
Treasurer Report

Financial Update

FY 2021
(7/1/2020 - 6/30/2021)



Concept XII

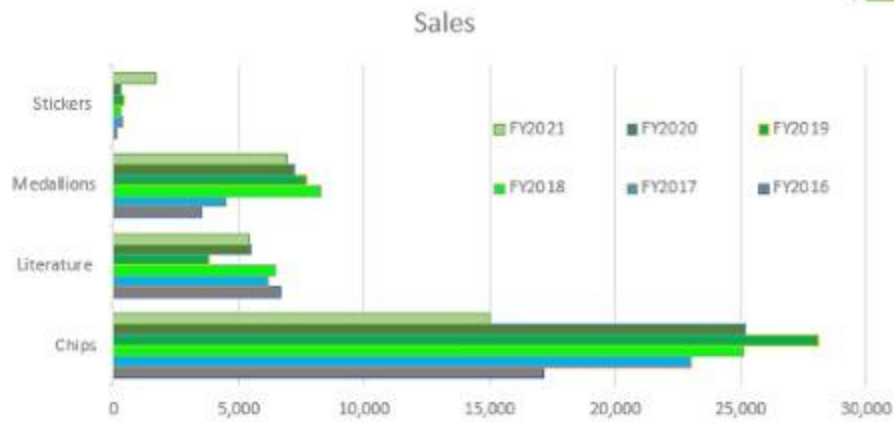
Reminds us that

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

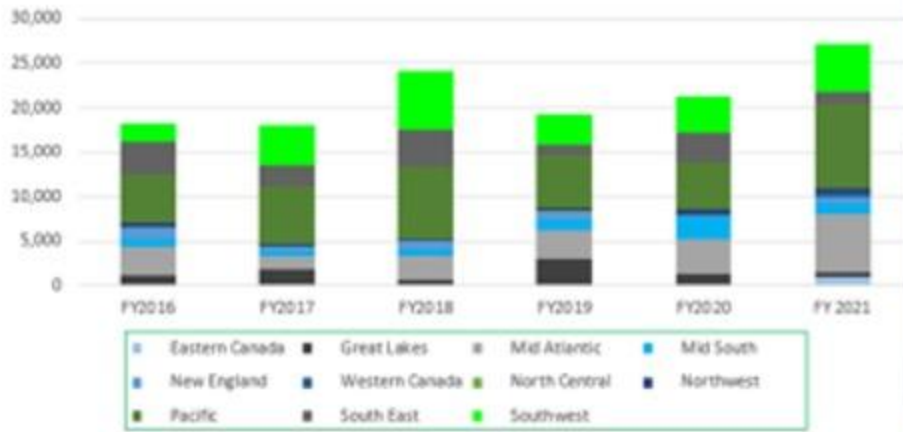
This means that we can

only do what we can afford,

**exercising caution when allocating our
limited resources**



Seventh Tradition Contributions



Total Expenses



**CMA
Balance Sheet
As of June 30, 2021**

ASSETS	
Total Bank Accounts	\$99,273
Total Inventory	\$36,830
TOTAL ASSETS	<u>\$136,103</u>
LIABILITIES AND EQUITY	
Total Liabilities	\$499
Retained Earnings	\$101,561
Net Income	\$34,043
TOTAL LIABILITIES AND EQUITY	<u>\$136,103</u>

**Statement
of Financial
Position**

**CMA
Budget vs. Actuals: FY21 P&L
July 1, 2020 - June 30, 2021**

	Actual	Annual Budget	over Annual Budget
Total Conference Income	8,212	12,950	(4,738)
Total Contributions	47,481	17,400	30,081
Total Sales	28,983	43,600	(14,617)
Shipping Revenue	6,138	2,000	4,138
Shipping Income	1,700	2,000	(300)
Total Revenues	92,514	77,950	14,564
Total Cost of Goods Sold	18,099	23,881	(7,495)
Net Revenues (revenue less COGS)	74,415	54,069	22,058

**Statement
of Financial
Position**



Donations

crystalmeth.org/contributions

paypal.me/cma1994

Questions?

treasurer@cmagso.net



Appendix C: Finance Conference Committee Report & Presentation

Minutes for Finance Conference Committee October 15, 2021

Call to order - 9:27am

Review of FAC Overview and Scope, including Activities conducted throughout the year to ensure objectives are met

Review of FCC Agenda

Roll-Call

- Yvonne - Fulfillment, Trustee
- Bruce - Chair
- Isaac - Secretary, Indiana Delegate
- Michael - GSC Treasurer, Trustee
- Odene - Alberta Canada, Delegate
- Mark - Pennsylvania Delegate
- Brenda - Minnesota Delegate
- Danny - Trustee
- Tanner - Co-Chair, Board Treasurer, Trustee

Assignment of FAC Votes - Motion made by Tanner to give Finance Advisory Committee votes to Amy from Alberta, Danny, and Bruce; Michael seconds; Motion passes unanimously

Breakout Session Topics

- Fulfillment Shipping (joint session with Executive Committee at 2:30) - need exists to develop a plan to handle shipping of fulfillment due to the fact that there is a huge discrepancy between actual shipping costs actually incurred by Fulfillment and what BigCommerce figures and charges the customer; domestic shipping is usually weighted towards the GSO while international shipping is done at a loss to the GSO; extra income generated is listed on Chart of Accounts as Shipping Income; the difference between the two used to be nominal but the gap has increased substantially recently; Shipping Subcommittee consisting of Danny and Tanner did some research and found ShipperHQ (SHQ) which is an add-on app to BigCommerce that figures the shipping cost more logically and could be added to the store to mitigate the discrepancy issue and would just be a \$50 per month fee; SHQ is aggregator which lets CMA signup with many different shipping providers and the customer can select the best option for their individual needs and then SHQ communicates in real time with that shipping vendor selected by the



individual customer; general consensus of FCC was that this is an idea beneficial to the fellowship and should be implemented; Tanner brought up the fact that it has been a historical way of doing things set by the Board that in an attempt to bring the international fellowships more into the fold we consume some of the cost for fulfilling their orders, but some of the international fellowships have not developed and come well into their own and can now afford to do so; Danny provided further detail on the previous Board decision to subsidize their shipping costs and that a few years ago representatives of the international fellowships came and said that they understand that they expect to have higher costs when purchasing items from overseas so the Board decided to cease subsidization of the costs, but we must consider options when the order is for newly formed groups, etc.; Danny described other options such as international fellowships printing their own chips, one clearinghouse ordering a huge annual order and handling local distribution themselves, a local fellow from international fellowships coming in person and taking them back themselves, partially subsidizing their orders, etc.; SHQ would assist with this issue by also handling international shipping cost; Bruce formed format of discussion points to bring to joint session with Executive Committee to get feedback from international fellows

- Chart of Accounts - taking a look at how to make the Chart of Accounts more legible and easier to understand for laymen in the fellowship as well of interest to the fellowship at large; Danny referenced how AA provides a one page narrative summary that highlights major points of interest (income, large expenditures, etc.) and then has links to appendixes with detailed charts; Tanner inquired about what, if anything, local fellowships are asking to know about CMA finances; Brenda said that she gets questioned about where does the Seventh Tradition go; Isaac mentioned that he gets questioned on large actionable projects of note; Tanner noted that these items can be included in the narrative of the Financial Report easily; Bruce expressed that he feels that you can tell the development of a business by whether they are presenting pure data or a dynamic informational format and executive plans; Tanner will begin the process of formatting a new model, with input from others; Tanner asked that when/if questions arise from the general fellowship that we direct them to proper place to find the information and to include him, Bruce, and or the FAC into the conversation
- Revenue Generation - currently we are unable to fulfill Committee budget requests and Trustee travel among other expenses of the fellowship; revenue generation is an important continuous open discussion to try and allow us as an organization to increase our ability to fund these requests and reimbursement individual members' expenses incurred while conducting business of/for the fellowship; ideal items are small, easy to ship and store and will have a wide, lasting appeal for the fellowship as a whole; Isaac suggests popsockets with the CMA logo along the lines of what was handed out at the 2018 GSC in Denver; Odene said their local fellowship sells t-shirts, sweatpants, and other apparel; Danny and Bruce mentioned that they have found that apparel with unusual and/or creative designs that don't necessarily scream recovery seem to sell better; idea floated to request to the conference as a whole to come up with interesting designs that are



recovery-related and submit it via email or uploading on the website and follow-up that initial request up with communication via Communication Committee and at Town Hall; Yvonne suggests keychains to hold bronze/tri-plate medallions, baseball hats, “hope” keychains; Odene suggests fabric drawstring bags to hold tokens; Danny suggests gifts related to recovery in general; Eric suggested a blank journal to do Seto work in with the logo on the front

- Google Drive Organization - review of the FAC Google Drive organization structure; consensus was that Drive was organized in a logical informative manner that allowed for items to be found easily
- Fulfillment Summary - moved inventory to offsite location and insured the product; in the process of creating an instruction manual to allow for succession of fulfillment; purchased over 103,000 chips; keychains were ordered and placed into inventory, and over 200 have been sold since July when they went online; two greeting cards were created and printed and are now available online for purchase
- Virtual Seventh Tradition - each member of Committee offered their own individual experience with handling collection of Seventh Tradition virtually in their own local fellowship; Michael in Miami utilizes Venmo as collection for two clubhouses in the District, but Venmo will begin reporting banking information to the IRS beginning in 2020 so there are plans being made to set the clubhouses up on a new Venmo Business account to separate the individual from the group; Victor said that the Austin District works in a very similar manner as Miami does with the clubhouse receiving and aggregating all group Seventh Tradition and taking their portion and then crediting the balance back to the individual groups back for their portion, but they utilize both PayPal and Venmo services; Eric states that most meetings in Philadelphia are still virtual and relying on Venmo for Seventh Tradition collection, even cash donations from the few meetings that are in-person are turned over to someone to Venmo to the Treasurer; Brenda states that Minnesota does utilize a PayPal option for the Area level transactions, but COVID has created uncertainty at the local meeting level and the main concern is to just cover their rent and keep the meetings going and coming back in person; in essence the newer, still growing Areas are still operating on a cash transaction basis and the more established Areas have been investing in virtual collection options and have had mixed experiences and changed tact as needed; there is potential legislation coming before Congress in regards to financial reporting that will have a great impact on the handling of virtual seventh tradition collections that are being done through individual accounts and groups/Areas should begin considering their options now (i.e. moving to another collection platform, creating a 501(c)(3) organization, etc.)
- Future Investments - there are some events on the horizon for the organization that will have a serious impact on the finances of the fellowship that need to be considered by Advisory Committee Chairs when presenting their budgets; consider some creative ways to fulfill those requests as opposed to traditional options (i.e. instead of requesting money to reimburse travel for a totally separate working group, add on a day to an already planned event like the GSC so the expense is not as great); the Treasurer and FAC want to know the wants and



needs of the individual Advisory Committees, but in turn the Chairs of those Committees need to understand that there are business concerns that need to be considered; projects can and will be funded as the money becomes available (i.e. when a new book is published or new merchandise is released, etc.)

FAC STRATEGIC OBJECTIVES

- Build Out CMA IP Realm
- Cost Reduction Strategies
- Assist Advisory Committees with Budgeting/Spending
- Town Halls
- Organize FAC Folders on Google Drive
- Literature: Guide for Group Treasurers
- Literature: Update of “What Is The Seventh Tradition?” Pamphlet
- Training on Understanding Financial Review
- SWAG: New Revenue Streams



2021 GSC Finance Advisory Committee Report

Oct 16th, 2021

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 following:
 - ▶ 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: Bruce Weiner 646-701-2102 bruce.w@cmagso.net



FAC/FCC Committee Members

- ▶ Tanner W (T) - Treasurer/Co-Chair
- ▶ Michael R (T) - Treasurer
- ▶ Yvonne W (T) - Fulfillment
- ▶ Isaac K (D) - Secretary
- ▶ Brenda B (D)
- ▶ Mark K (D)
- ▶ Eric G (D)
- ▶ Stephen W (D)
- ▶ Odene T (D)
- ▶ Bryan M (D)
- ▶ Rob R (T)
- ▶ David S (T)
- ▶ Victor M
- ▶ Sara G
- ▶ Danny T
- ▶ Bruce W - Chair

2020 - 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
- ▶ Budget 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 presentations to the fellowship
- ▶ Organize FAC Folders on Google Drive
- ▶ Literature: Guide for Group Treasurers
- ▶ Literature: Update of "What Is The Seventh Tradition?" Pamphlet



2021 Finance Conference Committee Breakout Topics

- ▶ a.) Google Drive Organization - work with the Structure Committee to organize our Google Drive and other legal documents in a manner consistent across the entire organization
- ▶ b.) Virtual Seventh Tradition - continue the discussion on how to best assist and provide guidance to groups and Areas in creating and maintaining virtual Seventh
- ▶ c.) Chart of Accounts - discuss how to best revise the Chart of Accounts currently in use to provide clearer reporting and information for consumption by the general fellowship
- ▶ d.) Revenue Generation - continue its ongoing efforts to discuss and implement new and innovative ways to create revenue streams that will yield positive dividends for the benefit of the fellowship
- ▶ e.) Future Investments - work with the other Advisory Committees to create dynamic investment in the future of the fellowship by aggregating the projects and ideas left unfunded by the current budgeting process
- ▶ f.) Shipping -- joint session with Executive Committee

Shipping

- BigCommerce is calculating shipping incorrectly - Both international and more recently domestic
- BigCommerce is always higher than what we actually pay for the shipping
- Its gotten worse on domestic more recently (50\$ for 18\$ shipping)

Objectives

- ▶ Not overcharge the domestic fellowships
- ▶ Provide to the international fellowships in a way that is equitable and affordable
- ▶ Joint Motion from Executive and Finance: Recommendation to the board to purchase a subscription to ShipperHQ at 50\$ a month and add it to our BigCommerce platform

Recommendation

- ▶ ShipperHQ - BigCommerce add-on
- ▶ 50\$ fee per month - No term contract
- ▶ Aggregator of shipping services
- ▶ We create accounts with options we want available
- ▶ It is highly customizable and very modern
- ▶ They partner with 50 domestic and international shipping companies
- ▶ Will start with just a few



Chart of Accounts

- The Chart of Accounts are used to communicate the financials to the fellowship
- We want to do a better job to call out the advisory committees finances

Objectives

- ▶ Easy to consume financials
- ▶ More like what we see in the business world - comprehensive financial report
- ▶ Summary - high level - charts
- ▶ Detail as an appendix
- ▶ Exception reporting

Recommendation

- ▶ Over the next year:
- ▶ High level summary charts - Health of the finances
- ▶ Breakdown by committee
- ▶ Big Items - Book/App
- ▶ Moving from Data to Information

Revenue Generation

- The budget requests and employee travel are not fully funded on an annual basis
- We tried to come up with new ideas to generate revenue
- Needs support from the more creative types then having Finance drive design/logo- See Bruce W, Isaac K, Tanner or Yvonne to volunteer
- **We need your thoughts and help** for designers - engage your local fellowships

Easy

- ▶ PopSocket
- ▶ Keychain for the medallion
- ▶ Chip/Coin bag
- ▶ Sticker
- ▶ Recovery Gifts
- ▶ Journal for stepwork

Harder

- ▶ Cool Shirts
- ▶ Cool Hoodies
- ▶ Cool Pants/Sweats
- ▶ Cool Hats
- ▶ Branded chocolate bar
- ▶ Gold Plated Medallions 1-5 years



Virtual Seventh Tradition

- Mix of approaches across the country - clubhouse with Venmo that gives 15% back to groups - individual treasurers using their accounts
- Some parts of the country are still entirely cash based
- Venmo, PayPal and CashApp in use across the North American groups
- In one Texas city a central clubhouse takes all the money in as a business account and charges rent and then the rest is managed by the group - uses Venmo and PayPal
- Intergroup pages may have donation links which can be cross linked to GSC's 7th tradition page or have individual PayPal accounts at the intergroup level
- Venmo / Banks might have to report transactions over \$600 based on legislation in congress right now - but they both have started business accounts which can take EIN's

Fulfillment Summary - Yvonne W

- ▶ Received a new shipment of chips and medallions in 2021, refreshing our inventory. Over 100,000 chips were delivered.
- ▶ The COVID 19 pandemic has obviously impacted our fulfillment for much of the year however we are beginning to see an increase in orders again, individuals and meetings are placing orders again.
- ▶ The FAC migrated to keep a separate chips and medallions inventory in a separate storage unit in case of a fire or natural event.
- ▶ Our new CMA coin key chains were ordered and are inventory. We've sold over 200 since they went online in July.
- ▶ Two new CMA Greetings Cards were posted to the store and are being sold. Over 50 cards have been sold.
- ▶ We completed a first draft of a CMA Fulfillment contingency plan which will ensure a smooth transition to the next fulfillment team.



APPENDIX D: Communications Conference Committee Report & Presentation

CMA Communications Advisory Committee Minutes Oct 15, 2021

Open with the Serenity Prayer

Twelve Concepts for World Service - Brandon St.

Roll Call - Brandon S (TX), Garrett C (GA), Pete S (CA), Chris G (CO), John E (AZ), Jon M (TX), Brandon St (CA), Topher Mc (MN), Irene G (AZ), Dak A (MN), Richard L (NY), Rue P (NY), Gina (CA), Sarah G (CO), John G (NC)

Purpose - Brandon S.

- 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.

Agenda Items

Website - Pete S. - We have transitioned from our Joomla! platform to a new Wordpress platform. Our old Joomla website content management system hit “end of life” for our current server, and the new WordPress website helps us to be able to continue to make updates. Our old server is not available for upgrades any more. The current server (land box) is running at 95% capacity. We have a GoDaddy/MediaTemple combo, \$1,200 current annual price and strongly recommend moving to a new GoDaddy/MediaTemple cloud product (\$900 better product), able to avoid loading issues. Our new meeting system from **Code4Recovery** made it possible to show upcoming meetings on the home page. Code4Recovery’s tmsl (running on WordPress) creates a meeting listing portion of the website accessible to the administration. The software had 2 upgrades in the last month, therefore extra tailoring would be tricky; current version of meeting lists shows time by regions, upcoming modifications may make time zone corrections for online meetings. This software creates a JSON (JavaScript Object Notation) file that makes the meeting lists page and also presents a method for the new CMA app to read the data.

Google analytics: Our old Google Analytics is available but new Google Analytics 4 combines with SiteKit (from Google) allowing for ongoing usage reports with a login so someone else can take over, in CMA name and not Pete (as he is retiring). The old app and conference sites are gone, which takes extra load off server processes running all at once. ...fun in WordPress

Service Portal - new website has been built cmaservice.org/wpx, (*the wpx folder will not*



show when the site goes live) has conference schedule and ability to do sign up for service, example of service pages, four committee pages have been built (more to come) to provide specific committee and member information, along with a blog plus “how to register” FAQ pages. The membership software cost is approximately \$100 per year. We should share in our presentation and ask fellowship to make a move to this version of Service Portal once it is officially launched. Discussion about update management. Pete recommends (instead of using a separate website for surveys) we use some type of Google survey or Constant Contact. We should be using the GSC web portal as an information dispenser rather than a means of communication. CMA Service can handle inter-committee communications plus maintaining committee minutes. Committees can be added to the portal as needed, potential connections to communications processes, use of surveys for feedback? Present as part of tomorrow’s Communications part of general assembly

Break

Presentation to conference assembly from last year - shared to use as template for this year - Brandon S., reviewed each slide for updates to use for this year’s presentation to be shared at tomorrow’s general session, reviewed Goals from last year

2022 Goals: preview and discussion to adjust as needed from 2021 goals, workgroup created led by Garrett to audit website

Pamphlet Redesign - still in process; question if there is a sample of one that can be shown for assembly presentation tomorrow? Brandon later shared and emailed a sample of one of the pamphlets

Social Media/Facebook – on hold til after App rollout and go ahead given; moved to Parking Lot for tomorrow’s presentation

Speaker Recordings – John G: 126 recordings (up from 106 last year), 41,000 plays to date (up from 29,700), Sarah G (most plays), these stats go to John G from SoundCloud, workflow is going well, 20 people on work group, takes 3 approvals to move a recording forward though often have 12 approvals, process is for those listening to do so on their own time, turn around time has not been long, suggestions for getting and making recordings, John shared about his transition to and found passion for doing this work, John G contact 757-769-4476, a goal from last year was to create playlists or tags, currently that type of information is included in the description, suggestion was made to continue having a goal to tag recordings, use of current descriptions to create tag categories, volunteers request to create subcommittee for tag categories/playlists, discussion for how to have individuals self identify for categories, review of suggested processes for recording speakers and workgroup flow, online info for potential speakers:
<https://www.crystalmeth.org/for-the-fellowship/voices-of-the-fellowship/hear-our-stories/submit-your-speaker-recording/>

Discussion to include longer formats of speaker/conference recordings; question about recordings sent previously, followup needed, and access to old site

Reviewed committee liaison list for accuracy

Lunch break



Goals for 2021 have been reviewed, any other goals to add? - communications process work will be presented to the Board; old website literature downloads count needed and then added to numbers for new website - Jon M will do count,

Communications Process - Garrett shared draft of communications process as well as the CMA Communications Request Form, gave example of P I & O requesting survey to the fellowship talking through the sections in filling out the form; when form is submitted it goes to the Communications Advisory Chair and then goes through the process shown in the diagram, upper half of diagram shows the steps for the submitting party and the lower half shows the steps for the Communications Advisory Committee; Garrett talked through the process as shown in the diagram; discussion about how to share the form for submissions also where the submitted forms are submitted, an update will be given has part of tomorrow's presentation to the general assembly

Pamphlet Redesign - further discussion and feedback about current redesign including sharing of a redesigned example on screen and sent to committee members' emails

Goals 2022 - continued review and revision of goals slide for tomorrow's presentation: continued work on CMA app, new crystalmeth.org, pamphlet redesign, Service Portal, Speaker Playlists, Communication Process, Committee Support; discussion about examples of communication responsibilities and roles of committees/delegates/GSRs, example of H & I Advisory reaching out to Area H & I chairs to offer support; discussion about communication to delegates, need for communications timeline or calendar? Brandon shared screen to show Constant Contact history to show when emails were sent to parts of or to the Fellowship as a whole, examination of analytics about emails sent, discussion about categories of communications that go out and number/timing of emails sent

Break

P I & O committee - Armando and members of the committee - combined with our meeting to give updates: proposal for connection on website for medical professionals to make contact, opportunity to be part of website audit, question about online search that could be improved to make cma a top search result, Jonathan shared that if cma is registered with Google as a business including the appearance for a phone like the Hotline boosting cma as a top result when making an online search, algorithm can be improved in our favor, use of analytics to make improvements, need for Google analytics point person at the GSC level to transition from Pete, question about how a fellowship survey could be communicated out (on website?), a new survey program could be added to service website, use of Google form is also an option, newsletter may be a way to communicate a survey out to the broader fellowship, discussion about survey logistics, discussion about connections to putting survey on crystalmeth.org including plugin options connected to WordPress; Garrett explained use of upcoming communications flow process which will help

Follow up as Communications committee about claiming Google Analytics for crystalmeth.org but having issues doing so

Timezone updates for meeting lists given the ok.



Serenity prayer

adjourned meeting at 4:56 CST

CMA App –

Meeting List –

Committee Liaisons

Conference – Brandon S.

Finance – Michael R.

H&I – Sarah G.

Literature – Ross H.

PI&O – Melissa

DEI – John G

COMMUNICATIONS

CRYSTAL METH ANONYMOUS



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

- ▶ Brandon S. – Chair
- ▶ Garrett C. – Co Chair
- ▶ John E. – Secretary
- ▶ Brandon St.
- ▶ Carl B.
- ▶ Chris G.
- ▶ Chris M.
- ▶ Dak A.
- ▶ Dale G. – App
- ▶ David M. - H&I Liaison
- ▶ Gina B.
- ▶ Irene B.
- ▶ John G. - DEI Liaison, Speakers
- ▶ Jon M.
- ▶ Melissa – PI&O Liaison
- ▶ Michael R. - Finance Liaison
- ▶ Pete S. – Webmaster
- ▶ Richard L.
- ▶ Roger D.
- ▶ Ross H. - Literature Liaison
- ▶ Rue
- ▶ Sarah G.
- ▶ Topher Mc.
- ▶ Trish M.
- ▶ Wafe M-B.



CRYSTALMETH.ORG SESSIONS BY OS – PAST 12 MONTHS

iOS	88,251	37%
Android	66,881	28%
Windows	41,449	17%
Mac	35,580	15%
Other	6,978	3%
TOTAL	239,139	

READING DOWNLOADS – PAST 12 MONTHS

Are You A Tweaker?	9,492
The Twelve Steps: A Plan of Action	8,084
What is CMA?	5,082
I Can Stay Sober	3,814
There Is Hope	3,727



PAMPHLET DOWNLOADS – PAST 12 MONTHS

What is Crystal Meth Anonymous?	2,426
Sober Toolkit	2,283
To The Newcomer	1,981
Staying Sober	1,892
What About Sponsorship?	1,828

SPEAKERS

Recordings	126
Plays To Date	41,078



2021 REVIEW

- ▶ Continue Work on CMA App
- ▶ Social Media
- ▶ New crystalmeth.org
- ▶ Pamphlet Redesign
- ▶ Service Portal Enhancements
- ▶ Speaker Recordings
- ▶ Committee Support

2022 GOALS

- ▶ CMA App
- ▶ crystalmeth.org
- ▶ Service Portal
- ▶ Pamphlet Redesign
- ▶ Speaker Playlists
- ▶ Communication Process
- ▶ Committee Support



COMMUNICATIONS



COMMUNICATIONS



COMMUNICATIONS

4th Saturday

1:30 PM Eastern / 10:30 AM
Pacific

cmacommunications@cmagso.net



APPENDIX E: Literature Conference Committee Report & Presentation

Literature Advisory Committee Conference Breakout Session Meeting Minutes 2021 General Service Conference Deep in the heart of Service

Open with Serenity Prayer

Attendance:

Freddie- Chair

CJ- LAC member

Eric M- Liaison between Lit and DEI

Amy- sitting in

Kristen K- Nebraska Delegate

Paul C- LAC member, Florida Delegate

Steve- Pennsylvania Delegate

Red- SW Region Trustee, Co-chair VOTF: Our Families

Ashley C.- Secretary

Victor- Registration chair, Prison project

Woody- Maryland Delegate

Ross co-chair

Dale G

Wade G

- Opening comments from the chair.
 - LAC- is responsible for creating CMA literature.
 - Crystal Clear- 10 year anniversary, pricing will drop \$10. Kindle- \$6.99 with intro of new book.
 - Pamphlets- plethora- Sex and sobriety most recent addition. Will be taken into fellowship and brought back to GSC next year (2022) for interim approval.
 - Workgroups in place to streamline the literature process.
- Overview of projects
- Current:
 - VOTF: Our Recovery- QR in process of being created so it can be bought.



Should be out today. Also a quick link until the banner is up.

- VOTF: Sober Cell is going in for formatting- January 2022- Has what is needed for a meeting to run, format, readings, etc...

- Future:

Sex and sobriety or sex and relationship

Our families

Mental Health- 2021/2022 will be starting

Steps book- stories and questions.

-There is one being written by Mark L. in NYCMA but it is different, separate from the VOTF series.

-Discussion as two differences between NYCMA book and the VOTF one -Initial reaction was VOTF “good idea.”

-VOTF will have consistent, similar artwork.

-Suggestion to have a running copy of edits that need to be made, so when the next edition gets printed, edits can be made. Amazon allows us to make edits and upload a new draft. -Effort was made to be inclusive and diverse in VOTF books to include women, transgendered, other races, etc...

-Meeting formats on our website, some formats are “wonky”. We might end up creating a committee to re-write the meeting format.

-Australia has paper chips to celebrate (prison/jail) milestones. This may be expanded. -“Blog” every month we add meditations to the website. There are ten currently uploaded.

- Brainstorm:

Teams met

- Aaron - Other Languages Chair of translations committee

- Disclaimer comes from AA available in many languages

- Spanish- done

- German - done. German fellowship is working on Crystal Clear translation.

- French- done

- Dutch- done

- Russian- done

- Farsi in progress- suite of readings have been sent to someone with Farsi language skills- Iranian fellowship might have done the translations already. Translation company back-translates to make sure it reads correctly.

- Polish- request is out

- Italian- request out



- Bangla- Next important ones
 - Nepalese- Next important ones
 - Philippines- Next important ones
 - Swedish- Next important ones
 - Chinese- Next important ones- Mandarin, then maybe Cantonese
- Two-Year Goal Update - A brief report on what's been accomplished out of our goals, and what the next year looks like.
 - In the last two years:
 - VOTF: Our recovery- complete YAY!!!! Even though there was COVID
 - Languages: We have more than accomplished our goals. French and Russian are sitting in a queue with communications.
 - Getting them on the website and gathering more languages are goals
 - We are starting to find a mechanism for book creation.
 - Sex and Sobriety pamphlet complete despite delays
 - Sober Cell- Interim approved
 - We were tasked to streamline the process of our monthly meeting. No more three-hour calls. Sending out readings beforehand and asking them to be ready to vote has helped cut down call time.
 - Next two years:
 - VOTF: Our recovery- Espanol
 - The next couple of editing calls were earmarked for sex book.
 - Some of the books in our queue or that will be in our queue
 - Meditation reader: Have a “completed” version. We are currently at 240/245 submitted stories.
 - Development Session
 - Booklet for children of addicts- can include losing children due to addiction and unable to find support.
 - Many women give up and lose their children. So stories about how to cope with this in recovery. Could this be included with pricon and legal issues writing or stand alone.
 - Fear children have when SWAT breaks down parents door and they are rehomed.
 - Our Children
 - Us as children, how fellowship saved the family
 - Possible CM-Anon book- Must be careful about crossing out of fellowship.
 - Audiobook
 - Audio versions for all the literature, accessibility for visually



impaired members.

- Would there be a demand for braille?
 - Sign language? Pidgin.
 - <https://www.verywellhealth.com/sign-language-pse-1046856>
 - Eric would like to volunteer to chair this
- Book on grief and loss
 - Transgendered stories- two groups
 - People of color- BBIPOC (Black, Brown, Indigenous, and People of Color)

- Our Poetry and Art-
 - People love this idea. Amy has art on the website
 - Table book
 - Amy and Ashley will work on this
- Our Service- Concepts
- Our Unity- Our traditions
 - How I practice the traditions
 - Broad
 - Stories
- Our Spirit- step 11
 - Controversial
 - “I didn’t have a god, I had a grudge.”- Red
- Our History- expansion on what we have.
 - Stories
 - Could be less stories and more history, pamphlets or expanded stories. ■ Incorporate visual history

Any CMA member is welcome to join any CMA committee.

We will break and resume at 1:30 pm.

- Dale - meditation workshop
 - Project born out of a desire to gather CMA wisdom and recovery ideas.
 - We currently have 240-250 meditations in varying states of doneness



-There are several rounds of editing before they are added to the book, ideas equally spaced.

-Structure

- Quote- lit or member 20-30 words- Not as necessary, can be added later or can be done first but not the most necessary piece. Pamphlets, reading, books, wisdom, quotes from members
- Body- 175-200 words. 2-3 paragraphs, circle around a certain idea. Experience is the key. Collective experience. How can this idea be backed up by experience in fellowship? Flow: problem to solution, addiction to recovery, experience in recovery to what I was told and how it impacts me now. Spiritual truth. ● Mediative element: 30-40 words
 - Action for today
 - Affirmation
 - Intention
 - Meditation (on the idea)
 - Prayer (Higher power)
 - Today I can...
- “We voice” recommended

VOTF: Our Recovery- e-version is now available for download. Michelle, Freddy, and Eric have it already. Softcover available “soon.” QR code- Yay!!

- Four groups shared meditations, all are awesome. They are being submitted on the website.

Closed with the “We” version of the serenity prayer.

The next LAC monthly call will be on Saturday, November 6th, 8:30 AM Pacific Time.



CMA General Services Conference



2021 Dallas, TX

2021 CMA General Services Conference Literature Advisory Committee Report

October 15 - 17

Literature Advisory Committee Members

2021

- ▶ Freddie C. - Committee Chair
- ▶ Ross H - Committee Co-Chair and Communication Liaison
- ▶ Ashley C. - Secretary
- ▶ Rob R. - Finance Liaison
- ▶ Lee M. - PI&O Liaison
- ▶ Aaron M. - Conference Liaison
- ▶ David S. - International Liaison
- ▶ Eric M. – Diversity, Equity, and Inclusion Liaison
- ▶ Dale G. - Daily Mediation Project Liaison
- ▶ Michelle “Red” H. - Family Project Liaison
- ▶ CJ M. - Family Project Liaison
- ▶ Bryan F. - Member
- ▶ Victor M. - Member
- ▶ Wade G. - Member
- ▶ Trish M. - Trustee (Thank you for your eternal guidance!)

2



**Breakout
Session
LAC
Conference
Delegates**

2021

- ▶ Paul C. - Florida
- ▶ Woody P. Maryland
- ▶ Steven S. - Pennsylvania
- ▶ Kristen K. - Nebraska
- ▶ Amy - Alberta, Canada

3

Crystal Clear: Stories of Hope

Available for Purchase



**Celebrating
10 Years!
2011 to 2021
New Pricing
10.00 Book
6.99 Kindle**

4



Crystal Clear: Historias De Esperanza



Available for Purchase



5

Voices of the Fellowship™ Our Recovery



Available for purchase



6



Voices of the Fellowship™ From the Inside Looking Out — A Sober Cell

Available for purchase soon!

***Thank you, H&I, for the inspiration
and commitment to this project***



7

Sex in Sobriety...is Here

- ▶ *Sex in Sobriety* has received interim approval as of September 2020. It's available now on crystalmeth.org. Please share with your local meetings. We will be seeking conference approval in 2022.
- ▶ 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., David S., Dale G., Ross H., Ashley C., and others for producing this important piece of literature.



8



Other Language Translations Available on Crystalmeth.org

- ▶ German - Español - Литература на русском языке (Russian Steps and Traditions) Available Now!
- ▶ French, Farsi, and Polish Coming Soon.
- ▶ We are asking for outside assistance to help with the translation of *Crystal Clear: Stories of Hope* and *Voices of the Fellowship: Our Recovery* into other languages.



9

Read Our Stories / Hear Our Stories Available at crystalmeth.org

- ▶ The Communication Advisory Committee is making monthly updates to the sections called ***Read our Stories and Hear our Stories.***
- ▶ Two new daily meditations are being added to the *Read Our Stories* section every month. Stories that are featured in *Voices of the Fellowship: Our Recovery* and some recently edited stories are also being added. Go to crystalmeth.org and have a good read.
- ▶ Speaker share recordings from all over the country are being added to the *Hear our Stories* section regularly.



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Voices of the Fellowship™ Projects in Various Stages

- ▶ **Daily Meditations:** Next editing call: October 23 @9:00 AM PST (the 4th Saturday of the Month). Editing groups have been established.
- ▶ **Sex in Sobriety:** Early stages
- ▶ **Our Families:** Next editing call November 10th 6PM PST (2nd Wednesday of the month)
- ▶ **Our Mental Health:** Early stages
- ▶ **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
- ▶ **Steps 6 & 7**
- ▶ A History of CMA from the Beginning and Beyond
- ▶ **Prisons and Legal Issues** - Early Stages



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Voices of the Fellowship™ Projects in Various Stages

- ▶ What We Do to Stay Sober - Early Stages
- ▶ Sobriety at 10 Years and Beyond
- ▶ New beginnings - Returning from a Relapse
- ▶ Sponsorship - How do we do what we do?
- ▶ Aging in CMA
- ▶ Challenges in Recovery
- ▶ Diversity, Equity, Inclusion
- ▶ Women
- ▶ For Family Members
- ▶ Sober in Isolated Areas Without Meetings (how to get connected with virtual meetings)



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Future Pamphlets

- ▶ Challenges in Recovery
- ▶ Diversity, Equity, Inclusion
- ▶ Women
- ▶ Returning from a Relapse
- ▶ For Family Members
- ▶ Sober and in Isolated In Areas Without Meetings (how to get connected with virtual meetings)



13

New Booklet ideas and writings from the Breakout Session

1. Our Children
2. Our Audio Books
3. Our Grief & Loss
4. Transgender Stories
5. Black, Brown, Indigenous, People of Color (BBIPOC)
6. Our Poetry and Art
7. Our Service
8. Our Unity
9. Our Spirit
10. Our History
11. International Voices
12. – Four new meditation submissions for the Daily Meditation Reader

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Voices of the Fellowship™ — 2021

- ▶ **Voices of the Fellowship: Our Recovery** - Available for purchase.



- ▶ **Voices of the Fellowship: From the Inside Looking Out - A Sober Cell** - Interim Approved. Available for purchase soon.
- ▶ **Voices of the Fellowship: Daily Meditations** - An active work group is meeting monthly to develop to continue the growth of this project.



15

Voices of the Fellowship™ Daily Meditations

- ▶ We are currently working with a dedicated group of members to write a meditation reader for crystal meth addicts and by crystal meth addicts. We have received about 240 meditation submissions from all over the world and they continue to arrive on a weekly basis. Editing groups are also in place.
- ▶ Multiple writing workshops will be held virtually and in person, including a monthly virtual writing workshop in NYC. For information contact dale.g@cmagso.net or ross.h@cmagso.net.
- ▶ In Mid to late 2022, we plan to get together to work on the organization of the book (live or virtual, to be determined at a later time).



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Voices of the Fellowship™

Daily Meditations - Structure

Title

Tools vs. Weapons

Keep in mind that these tools are not meant to overwhelm us. They are based on the experience of addicts who have found a solution."

CMA Forgive - John Smith

In CMA we're offered many powerful tools. Meetings, the Twelve Steps, a sponsor. Literature—they're all recommended to help us recover from our addiction to crystal meth. As addicts, many of us share the tendency toward perfectionism. We always want to go faster and do more. It's easy for us to feel like we're not doing enough, not going to enough meetings, not calling our sponsor enough, not doing our Step work as fast as someone else.

The tools of CMA are here to give us relief and guide us in recovery, not for us to use as weapons to beat ourselves up. Though we're still learning to implement these tools, we practice them to the best of our ability and build our recovery at our own pace. The program is meant to lift us up, not bring us down. We spend enough time hating ourselves and dwelling on our failures—now we show ourselves patience and love.

Intention: Today I will work the necessary tools to get my recovery first and know that it will be enough.

Quote

(20-30 words)
from CMA Literature
or from CMA Member
(CMA Wisdom)

Main Body
(175-200 words)
Exposition exploring the
main theme

Meditative Element

(20-30 words)
Affirmation, Intention,
Prayer, Action, Meditation,
or Today I Can...



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Voices of the Fellowship™

Daily Meditations - Submissions

- ▶ We need your voice and your inspiration! Be a part of this exciting new project. No writing experience necessary (we have wonderful editors.)
- ▶ Submit your meditations to: <https://www.crystalmeth.org/for-the-fellowship/submissions-for-the-cma-daily-meditation-reader/>
- ▶ Submissions will become the property of CMA and will be published anonymously. Submission may or may not be edited for publication. A release must be signed by contributors that allows CMA to be the owner of this literature.



18



Two-Year Goals

- ▶ 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.
- ▶ Our main goal is to continue meeting throughout the months in workgroups to edit and produce literature for the fellowship.



19

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 / Read our Stories*** for ideas of how you can share your story!
- ▶ For Daily Meditation entries, use the section on the home page of our website.
- ▶ You all have a story to tell. Please submit your story, poem, or inspiring meditation.



20



Literature Advisory Committee Monthly Conference Call

- ▶ The LAC Committee meets virtually on the first Saturday of the month at 8:30 am PST/11:30 am EST. Our next meeting is scheduled for November 6th.
- ▶ For login information, please contact the Literature Advisory Committee Chair: fred.d@cmagso.net.



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Voices of the Fellowship™
Our Recovery
Available for purchase



Motion for Conference Approval

- ▶ The 12 Steps: A Plan of Action
- ▶ The 12 Traditions
- ▶ What is CMA?



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APPENDIX F: Public Information & Outreach Conference Committee Report & Presentation

PI&O Advisory Committee 2021 CMA General Service Conference Friday, October 15th, 2021

PI&O = Public Information & Outreach:

The purpose of PI&O is to inform the public that CMA exists through providing information to non-addicts, medical and addiction professionals, the fellowship, media, and addicts still sick and suffering. We look for ways to carry the message to places where people are most likely to find it.

PI&O is able to do this outreach through traditional methods, nonconventional ways, and out-of-the-box ideas.

Attendance/ Introductions:

Armando D Chair, Julie E Co-Chair, JD S from Dallas, Kyle K from MI, David K from MI, Jonathan J from WA, Doug R Baltimore, Brian T from Baltimore, after morning break Gina B. Keith F on phone for Medical Professionals & Underserved Areas report

PI&O Breakout Agenda:

- Serenity Prayer
- Attendance/ Introductions
- What's PI&O?
- Our Committee Members
- PI&O Budget 2021 – 2022
- Helpline
- Medical Professionals & Underserved Areas
- Digital Outreach
- Fellowship Survey
- Women & Diversity Outreach
- PSA & FAQ

Helpline:

Staffing:

- Covid 19 brought volunteers from the Fellowship in droves.
 - 2021: 42 volunteers
 - 2020: 42 volunteers
 - 2019: 12 volunteers
- The total number of volunteers did not change from year to year, but the staff has.



- Many long-term volunteers decided to step away from the Helpline, mostly to focus on local service.
- Many new volunteers came onto the service.
 - This was largely due to people make announcements that the Helpline was looking for volunteers on Zoom across the country.

Call Statistics:

- Call abandonment (calls that hang up before the voicemail come on) is still high.
- Each year we see an increase in calls.
- Covid wasn't the only reason the calls increased this year
 - The Helpline became the CMA Zoom Helpdesk
 - It helped fix problems on the website listings
 - People who got lost on the new crystalmeth.org
- Emails have increased with the new website.
 - Addicts looking for information
 - Meetings submitting updates
 - People having problems with Zoom log in
 - People looking to start a meeting

Coverage Hours:

- Often asked when the busiest time for the Helpline is.
 - That is like asking when someone will surrender.
 - The important part is having someone covering the hour when someone does surrender.
- Huge increase in coverage hours
 - Total hours available: 168
 - 2021: 115 hours
 - 2020: 84 hours
 - 2019: 42 hours

Medical Professionals & Underserved Areas:

How do we want to accomplish this? Goal is to reach out to the professionals who work with addicts in their course of work each day.

What have we done so far? We have started a database of schools, professional organizations and others who might interact with the still suffering addict.

Digital Outreach:

Digital Outreach is a work group within the Public Information and Outreach committee that focuses on the use of digital media like video and graphic content to reach the still suffering addict.

What have we done so far? We executed a Grindr pilot program running ads. Drove 298 new users to crystalmeth.org that stayed for a minute or more. Accounted for 1.41% of website traffic spent \$300 over a year.



Fellowship Survey:

PI&O is creating a second anonymous survey. Our first survey was completed in 2013. This will enable CMA to effectively carry the message to the addict who still suffers through a better understanding of the diversity regarding our fellowship, since 2013.

Women & Diversity Outreach:

This workgroup is still in the early stages of development. Right now, we are focusing on sending CMA literature to our local CPS/DHHS workers so we can offer meetings and support to the women who are in the process of reunifying with their kids or have lost them because of addiction and bad life choices.

PSA:

Re-assess current PSA's. Current assessment our PSAs are outdated, or "out formatted" – to be more aligned with popular social media platforms such as Tik Tok, Instagram, and Facebook all preferring portrait mode formatting on content.

FAQ:

The FAQ is a proposed additional web page that answers some of the frequently asked questions people may have about CMA or Crystal Meth addiction. We're using the UK fellowship version as a guide and adapting language and content for our country.

PI&O Goals 2022-2023:

- Creating a database of people in fellowship that speak other languages to support the helpline with non-English speakers who call the helpline for help.
- Understanding the Patterns and Characteristics of meth user better.
- Revamping our PSAs.

Working with Communications:

- Updating PI&O content on website
- Nonprofit Google Ads account
- Adding our Helpline number on our Google non-profit business map/page
- Creating the Fellowship Survey on website

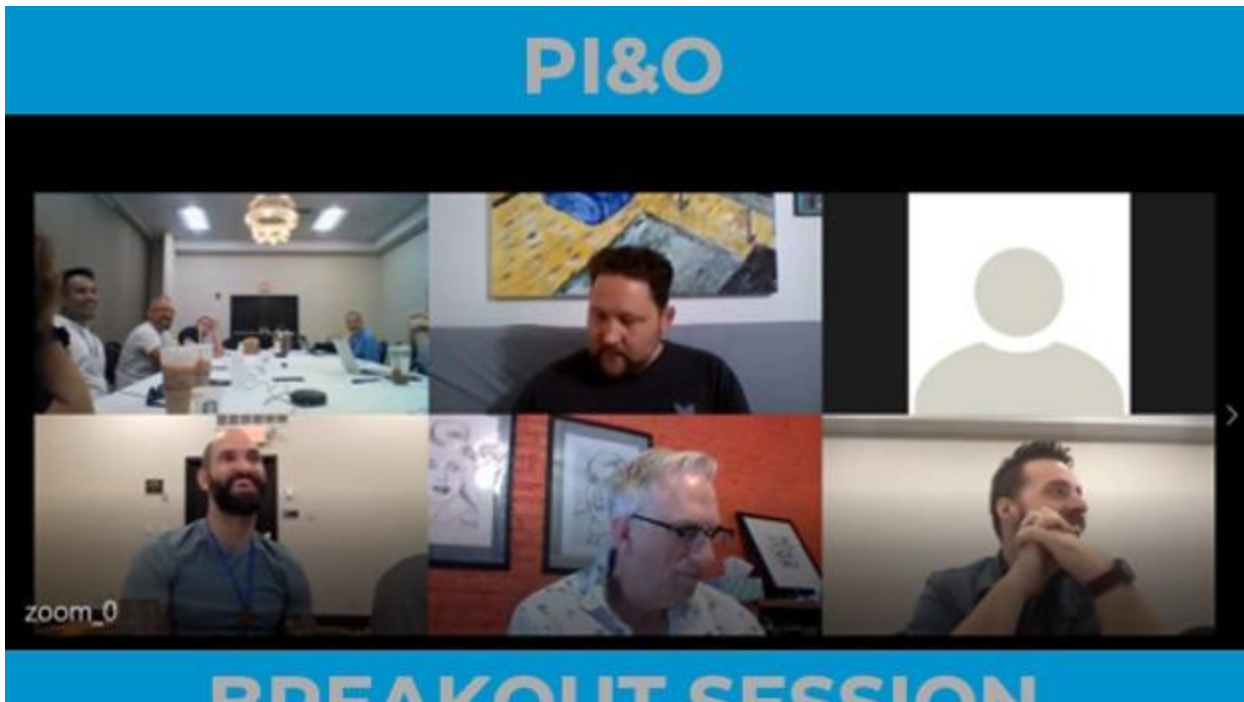
Working with DEI:

- Correct language for Fellowship Survey
- Working together on our outreach to Women dealing with Child Protective Services.





PI&O ADVISORY COMMITTEE
**2021 CMA General
Services Conference**
3rd Saturday at 12pm EST/ 9AM PST



AGENDA

- What's PI&O?
- Elected Positions
- Liaison
- Workgroup Leaders
- Committee
- Helpline Report
- Workgroup Reports
- Initiatives for 2021–2022
- Q&A

WHAT'S PI&O?

PI&O = Public Information & Outreach

The purpose of PI&O is to inform the public that CMA exists through providing information to non-addicts, medical and addiction professionals, the fellowship, media, and addicts still sick and suffering.

We look for ways to carry the message to places where people are most likely to find it.

PI&O is able to do this outreach through traditional methods, nonconventional ways, and out-of-the-box ideas.

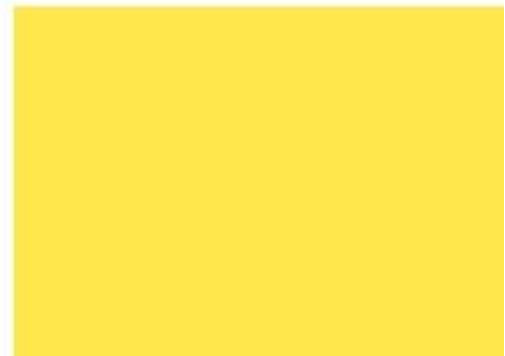


ELECTED POSITIONS

- Armando D., Chair
- Julie E., Co-Chair
- Jeff L., Secretary
- Jimmy C., Helpline Coordinator
- Keith F., Treasurer

LIAISON

- Conference Liaison (Melissa R.)
- DEI Liaison (Tim P.)
- Trustee (Jimmie C. /Tim P. /Lee M.)
- H&I Liaison (Melissa R.)
- Communications Liaison (Gina B.)
- Literature Liaison (Lee M.)
- Finance Liaison (Sara G.)



WORKGROUP LEADERS

- Addiction & Professionals Outreach (Julie E. & Keith F.)
- Underserved Areas (Julie E. & Keith F.)
- Digital Outreach (Brian T.)
- Fellowship Survey (Armando D.)
- Women & Diversity Outreach (Melissa R.)
- FAQ (Jimmy C. & Keith F.)
- PSA (Open)

PI&O ADVISORY COMMITTEE

- Daimeon P.
- David D.
- David K.
- Doug R.
- George M.
- Greg W.
- Harry D.
- J.D. S.
- Jonathan J.
- Kevin W.
- Kyle K.
- Phil N.





HELPLINE REPORT

2021 CMA General Services Conference

Dean M - TX	Stoney B - NC	Jimmie C - NJ
Chris McD - GA	Thomas D - NY	Danny T - FL
Justin E - NY	Dale G - CA	Robert B - CT
Nick F - IN	Chris G - CO	Justin G - NY
Anthony G - CO	Mark K - MD	Jorge A - NY
Bruce McW - DC	Ted H - FL	Gerry P - NY
Ashley C - CO	Sarah G - CO	Tiffany E - OR
Rich S - NY	Brad L - IL	Eric McN - PA
Thomas S - ME	Louis M - NV	David C - MA
David H - CA	Mark McG - NY	Samuel C - CA
Eric M - CO	Thomas N - NV	Tia S - NV
Monty S - NE	Mark W - DC	David G - FL
Tom C - NY	Daniel S - IL	Danny T - NV
Charlotte L - CO	Phil T - CO	Jeff W - FL

VOLUNTEERS



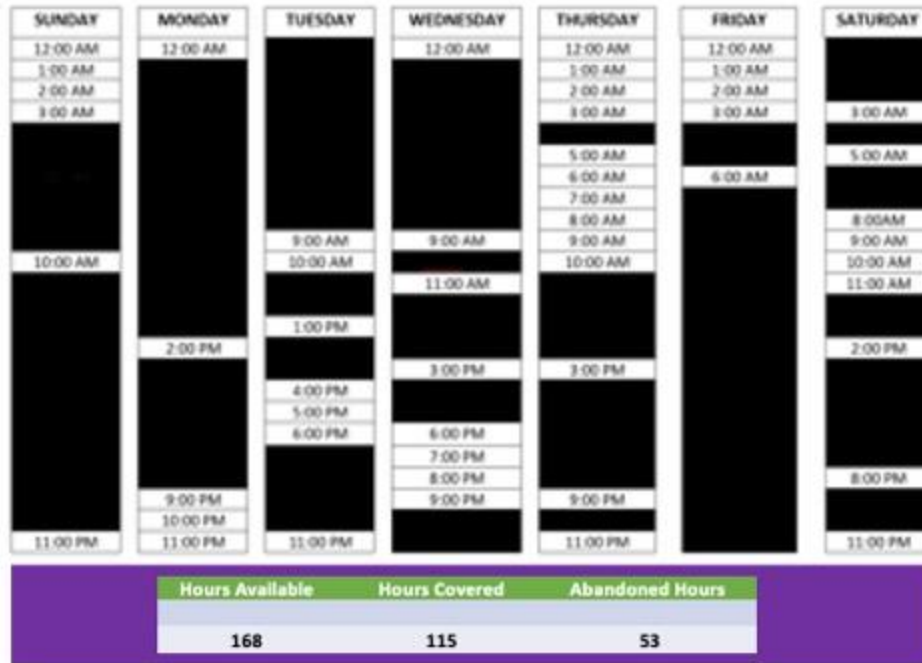
STATISTICS 2020 - 2021

	Calls Attempted	Calls Abandoned
October	209	66
November	258	81
December	234	74
January	261	83
February	232	72
March	274	80
April	276	91
May	270	85
June	186	57
July	175	58
August	189	61
September	160	71

Yearly Comparison

2020-2021	2724	879
2019 - 2020	2158	475

AVAILABILITY



Do you think that this sounds like the service commitment for you?

General requirements

- Suggested clean time of one year of continuous clean time.
 - Be working or have worked the Steps with a Sponsor
- Have a working phone that no one else has access to (eg, mobile phone)
 - Internet access separate from the phone you will take calls on
- Be able to commit to at least one recurring hour per week (eg, every Tuesday, 3-4pm)



Contact us through the PI&O Link or the Helpline link at:

www.crystalmeth.org

or

email the Helpline Coordinator at

Helpline@cmagso.net



SUD PROFESSIONALS
OUTREACH
**2021 CMA General
Services Conference**



What is the purpose of SUD (Substance Use Disorder) Professionals Outreach workgroup?

To reach the addict who does not know CMA exists.

How do we want to accomplish this?

- By reaching out the professionals who work with addicts in their course of work each day.

What have we done so far?

- We have started a database of schools, professional organizations and others who might interact with the still suffering addict.

WHAT ARE OUR GOALS?

1. Find organizations, institutions and individuals that interact with the crystal meth addict in their daily work, i.e., parole officers, therapists, counselors...

2. Find out the best to contact those organizations or individuals within those organizations (research).

3. Contact the organization using our already approved (amended by the workgroup), Letter to the Professional, but include an introduction and a way for them to reply for more information.



ORGANIZATIONS WE'RE TARGETING

- American Society of Addiction Medicine (we have tabled at one of their conferences before)
- NAADAC (The Association for Addiction Professionals)
- ChildHelp
- National Association of Social Workers
- International Employee Assistance Professionals Association

In total, we have collected information on 35+ organizations and the list continues to grow.

WHERE ARE WE GOING?

- We need to continue to grow the list of professionals
- Transfer current Google Doc to Google Sheets for tracking purposes
- Start reaching out to the organizations and respond to messages sent to the committee.
- Continue brainstorming ideas about how to reach out to professionals (create a PSA specific to professionals...)
- Create a SUD Outreach Coordinator position, like to our Helpline Coordinator, that responds to incoming requests for information.
- Continue to work with the H&I Advisory Committee in our HIPI workgroup, to support each others outreach effort.



We meet the 3rd Saturday of
the month at 8:00am
Pacific/9:00am
Mountain/10am
Central/11:00am Eastern.
(Zoom ID: 211 929 036
PW: Teddy)



DIGITAL OUTREACH REPORT
**2021 CMA General
Services Conference**



WHAT IS DIGITAL OUTREACH?

Digital Outreach is a work group within the Public Information and Outreach committee that focuses on the use of digital media like video and graphic content to reach the still suffering addict.

WHAT HAVE WE DONE?

Grindr Ads to reach the suffering addict (2020 – 2021)

- Drove 298 New users to the crystalmeth.org website
- Accounted for 1.41% of website traffic, ahead of both Bing.com and Yahoo.com
- Spent \$300.00 in total over a year



IDEAS 2021-2022

- PSAs
- Google Optimizations (SEO) & Ads
- Underserved Areas and Demographics
- Content Strategy & Formats



WHO'S SEE OUR PSAs?

- Find out analytics on the PSA - determine if we're able to boost our video on YouTube
 - Views 11,000 views over 7 years
- Are these PSAs outdated, or "out formatted" – Tik Tok, Instagram, and Facebook all preferring portrait mode formatting on content.



GOOGLE

- Why aren't we coming up when we search "crystal meth" and can we fix that?
- [Google Non-Profits](#) are a great way to promote your nonprofits on the platform and qualify you for grants.
- The [Helpline](#) isn't listed on the Google page when searching

GOOGLE

- Why aren't we coming up when we search "crystal meth" and can we fix that?
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UNDERSERVED AREAS & DEMOGRAPHICS

How can we use digital media to reach underserved areas and demographics?

- Diversity and Inclusion
 - Last year at GSC we determined that mostly cis gender gay males use digital media to find and use Meth but other demographics still consume digital media while using, how do we reach them?



FELLOWSHIP SURVEY
**2021 CMA General
Services Conference**



There are three potential methods for collecting data:

1. Via web form
2. Via PDF (Download, fill in using Acrobat reader, then email)
3. Via printed form (Download PDF, print, write in, then mail.)

Use of the web form should be encouraged, as it involves the least labor for CMA.

 **Crystal Meth Anonymous World Service**
Public Information and Outreach Subcommittee
2021 Membership Survey

The CMA World Service Public Information Subcommittee would like your participation in our anonymous survey. This will enable CMA to effectively carry the message to the addict who still suffers through a better understanding of the diversity regarding our fellowship.

This survey will only be distributed on an anonymous overall basis. We ask that you only participate ONCE in the survey.

Who We Ask

What City/State are you from? _____ Name of Group? _____
What is your age? _____ Race? _____ Primary language? _____
What is your gender? Male Female Transgender
What is your sexual orientation? Gay Straight Bisexual Other _____
What is the last school grade you have completed? _____ What is your occupation? _____
Have you attended College/University? Yes No Do you have a degree? Yes No

What Got Us Here

Which mind-altering substances did you use? (Check all that apply) Speed/High Cocaine Alcohol Marijuana
 Heroin Depressants Psychotropics Pills Other _____

How did you come to find CMA? (Check all that apply) Family Friend On your own Doctor Criminal Courts Help Line
 Media Book Recovery Program Hospital Another CMA member Another 12-Step group Other _____

Have you ever been incarcerated? Yes No Have you ever been in treatment or rehab? Yes No

What We Are Like Here

How much time does the fellowship do you have? _____ How many attempts at recovery have you made? _____
How many CMA meetings a week do you attend? _____ Do you attend other 12-Step meetings? Yes No
Do you have a sponsor? Yes No Do you sponsor anyone? Yes No
Have you worked the 12 Steps? Yes No If yes, how many steps? _____
Do you have any Service Commitment? Group District Area/Region World Not at this time

Questions to the Fellowship

Do you need more meetings in your Area? Yes No Do you Area keep you informed on current CMA events? Yes No
Are there concerns or concerns? _____

Thank you for taking the time to complete this survey.



WOMEN & DIVERSITY OUTREACH 2021 CMA General Services Conference





FAQ

2021 CMA General Services Conference

FAQ

- The FAQ is a proposed additional web page that answers some of the frequently asked questions people may have about CMA or Crystal Meth addiction.
- We're using the UK fellowship version as a guide and adapting language and content for our country.
- Next steps is a workgroup session with the Literature Committee.





INITIATIVES 2021-2022

2021 CMA General Services Conference



Working with Communications

- Updating PI&O content on website
- Nonprofit Google Ads account
- Adding our Helpline number on our Google non-profit business map/page
- Creating the Fellowship Survey on website

Working with DEI

- Correct language for Fellowship Survey
- Working together on our outreach to Women dealing with Child Protective Services.



- Creating a database of people in fellowship that speak other languages to support the helpline with non-English speakers who call the helpline for help.
- Understanding the Patterns and Characteristics of meth user better.
- Revamping our PSAs.





Q&A

The End



APPENDIX G: Hospitals & Institutions Conference Committee Report & Presentation

CMA GSC H&I Advisory Committee **2021 Minutes** **Friday, October 15th 2021**

1. 8:00am - Opening Prayer and Reading of The Purpose

- a. **Sarah - Opens, reads purpose**

2. 8:05am - Committee Member and Breakout Members Introduction

Chair:	James C., Phoenix, AZ
Co-Chair:	Sarah G., Denver, CO
Secretary:	Mike F., Portland, OR
Treasurer:	Yvonne W., Phoenix, AZ - Not Present
Jail Liaison:	Jeremy V., Pennsylvania
Communication Liaison:	Voted in today - David M. - Dallas, TX
Literature Liaison:	Voted in today - Camaron, HI
PI&O Liaison:	Melissa R., Nebraska - Not Present
DEI Liaison:	Char L. Denver Colorado - Not Present
Trustees:	Lee M., Las Vegas; Yvonne W., Phoenix, AZ - Not Present
Advisor:	Bill B., San Francisco, CA

Breakout Attendees:

- David M. - Texas
- Camaron - Hawaii Delegate
- Brian M. - North Carolina Delegate
- Aimee - Colorado Delegate
- Bryan M. - Arizona Delegate
- Jennifer - Georgia Delegate
- Cooper - Texas
- Phillip - New Jersey Delegate
- Stephanie B - Nebraska
- Kyle - Nebraska Delegate

3. 8:25am – Historical Update Review of 2021 projects:

A quick update will be given on these items to get everyone up to speed on 2021 Progress prior to action items.

a. Sober Cell:

- i. History and Completion.



1. Created a book for those in prison and jail.
 2. Collected and reviewed stories, got feedback.
 3. Got interim approval.
 4. Looking at formatting.
- ii. Going Forward – Distribution and Future Books
 1. Working on proper binding for jails, etc.
 2. Using Amazon for publishing.
 3. Will be released after VOTF: Our Recovery.
 - a. Hopefully during next year's conference.
 4. Currently in manuscript form.
 5. We have a lot of stories, always looking for more.
 - a. Hope to make a Sober Cell 2.
 - b. Many ways to submit your story through the website.
- b. Website review of H&I sections (with Communications):**
- i. Submitted Suggestions To Pete
 - ii. Still looking for feedback, will review as a group
- c. History of H&I project (information gathering form distributed with delegate packet):**
- i. Collecting the local histories of H&I with an eye towards what might be useful to include in the H&I Handbook
 - ii. Calling out to local fellowships for their experience with H&I.
 1. Will go into handbook into 'areas' (i.e. Arizona, Colorado).
 2. Reach out to Sarah, James, or Mike to share your H&I experience in interview format.
- d. H&I Lighthouse Project:**
- i. Contact building and local meeting information to keep us connected and able to share experiences.
 - ii. Trying to make our Advisory Committee more welcoming.
 1. Reaching out, showing up, and contacting local H&I groups to collect information and 'bridge the gap'.
 - iii. Discussion about H&I commitment levels and structures.
 1. Suggestions and experiences about how to make H&I service more approachable, establish connections, and provide access to resources.
- e. Tracking and responding to requests from inmates:**
- i. We will review the much lower number of requests the past year, and how our other projects tie into trying to get the message out that we have resources for anyone on the inside.
 - ii. Explanation how Jail Liaison work happens.
 1. Update on recent activity
- f. H&I Handbook:**



- i. The Handbook is a living document available on the crystallmeth.org website that will continue to be updated as the advisory committee finds more information to include in it.
- ii. Explanation of what this handbook is and how it works.
 - 1. Yearly review with callout to local fellowships for feedback.
- iii. Goal for 6 months to ‘renew’ this document.

4. 9:00am - Conference Breakout Session Topics:

We will transition into a work group and come up with solutions and actions for the following items that will lead into next year’s work:

A. 9:00am - Dei Liaison Position Description

- i. Creation of service guidelines for this position.
 - 1. Discussion on suggested sobriety time:
 - a. 6 months suggested.
 - b. 1 year to follow with the rest of the positions with emphasis on suggested.
 - 2. Discussion of duties for this position as follows:
 - a. Participation in calls
 - b. Take notes and bring back information
 - c. Represent H&I constituency from a diversity perspective.
 - d. Lead discussion on information related to DEI that needs to pass through local H&I Service.
 - e. Holds a vote at the H&I Advisory call, and potentially holds a vote at DEI Committee.
 - 3. **Motion** by Camaron to accept the Position Description as drafted, David M seconds
 - a. Vote taken
 - i. 12 in favor
 - ii. 1 opposed
 - 1. Jeremy explains why
 - 2. 1 vote changes to no.
 - iii. 1 abstention
 - b. Discussion on vote
 - c. Motion passes with changes: Adopting ‘duties’ portion for now, will revisit ‘sobriety time requirements’ on the next call.

B. 9:15am - H&I Budget Discussion

- a. COVID hit, budget slowed down.
- b. We are under budget this year.
- c. Brought budget to conference this year to get feedback.
- d. New book, ‘Sober Cell’ may increase costs this year.
 - i. Estimated cost of \$8 each book to send to jail.
- e. \$25 per request to send all 3 books into jail.
 - i. Discussion on what is appropriate to send to each request.
 - 1. Do we send everything at once, all 3 books?



2. Or send 1 to start, then send more upon request.
 - a. Sober Cell is suggested for the first book to be sent.
 - i. Then send more after correspondence.
 - b. Bill brings up: we have never exceeded the budget
 - i. We could send all and review budget if it becomes necessary.
3. Jeremy - Jail Liaison, bringing up that facilities are moving towards email, digital books.
 - i. This could reduce costs.
 - b. Creating a generic email specifically for this might work and be helpful.
- ii. Maybe we create a library 'book' allowance.
- iii. Discussion on efficiency of response time on requests.
- f. Plan for budget:
 1. Will work with Jeremy (Jail Liaison) on book sending process.
 - a. Jeremy will report and review at calls over the next few months.
 2. Decide before the next budget is due in March.

C. 9:45am - Website Review

- a. Presentation of webpage and contact form.
 - i. Asking delegates to check out this page and to share with local groups to get feedback.
 - ii. Discussion on how to submit your story.
 - iii. Presentation of where documents are on the website.
 - iv. Discussion on drop down menu
 1. Confusing that 'submit your story' is the only choice under 'Hospitals & Institutions'.
 - a. Suggested to remove, or add all options (i.e. resources, contact form, etc...).
 - b. Leaning towards removing to keep it simple.
 - v. 'How do I become a member' section.
 1. Discussion on removing 'There are sobriety requirements...' in order not to discourage folks from becoming involved.
 - vi. 'Monthly Conference Call' section.
 1. Separate and define 'local' and 'GSC' to make it more clear.

10:00am – 15 Minute Break

D. 10:15am - Meeting Format Review

- a. Explanation of Meeting Format.
- b. Suggested changes:
 - i. Introduction
 1. Rework to combine both introductions.
 2. Add 'Purpose' here.
 3. Add affirmation.



4. Change 'men and women' to people.
5. Add *chairperson guidance* page from 'Sober Cell'.
- ii. Intro to H&I CMA Meetings (move up to Introduction).
 1. Double check the email address handi@cmagso.net to see where it goes.
 2. Various edits
- iii. Chair Responsibilities
 1. Various edits to suggest 'format' instead of 'speaker'.
 2. Define 'Chair'
- iv. Rework entire document
- v. Script
 1. Remove 'good morning...', start with 'welcome'.
 2. Discussion on sobriety time check in.
 - a. Maybe remove all of this.
- vi. Format (Script) Section
 1. Remove 'The format of this meeting...'
 2. Update CMA readings to current.
 3. Discussion on should we have separate formats (scripts).
 - a. 4 scripts in 1 document?
 - b. 1 script with other format suggestions?
 - c. 1 script with just chairperson sharing/ reading with open discussion to keep it simple?
 - d. Use the *basic* script from 'Sober Cell'?
 - i. Folks seem to like this option.
 - ii. Also add the *chairperson guidance* page from 'Sober Call' to the introduction.
- c. James will rework the document and bring it back to the Advisory Committee call for review.

E. 10:45am – H&I Orientation Review

- a. Explanation by Lee of what H&I 'Orientation' is.
- b. Suggested guidelines and guidance, NOT a requirement to do H&I work.
- c. Discussion on the best way to create an orientation
 - i. Perhaps a video to help folks be empowered to do H&I work.
 1. Be cautious of anonymity with this.
- d. Finding a 'best practices' and FAQ pamphlet.
- e. **Motion** by Jeremy (Jail Liaison) to work on developing 'Orientation', Brian M. seconds
 - i. 12 votes in favor, unanimous.
 - ii. Motion passes.
 - iii. Jeremy and Lee will work on this.

F. 11:30am - Handbook Review

- a. Handbook is presented
 - i. Review/explanation of handbook.
 1. Breakdown of items in handbook and recent updates.
 - ii. Upcoming updates:
 1. Readings
 2. Check to see if emails in doc still work
 3. Discussion of defining terms like 'substantial unanimity',



- ‘Third Legacy’ and other terms that are confusing to folks.
- iii. Creation of workgroup to update handbook:
 1. Camaron and James volunteer to assist Bill.
 2. Goal to make edits to Handbook and get it on the website in the next 6 months (by March 2022).

12:00pm – Lunch (Provided On Site)

G. 1:30pm - Feedback From Delegate Reports

a. Oregon - Mike

- i. FAQ section on website
- ii. Guidance on how H&I and PI&O work together?
- iii. What is our purpose?
 1. Define attraction and promotion.
 2. How to attract trusted servants.
 3. How do the traditions work here.
- iv. Provide guidance on how to be of service at:
 1. Individually
 2. Area level
 3. Advisory level
- v. Discussion on feedback
 1. Time requirements for facilities
 2. Is the ‘Resource Packet’ outside information?
 - a. Need to find what information fits here.
- vi. Discussion on addressing feedback
 1. Mike will start an email chain with James and Sarah to tackle these questions/feedback.
 2. Updating H&I pamphlet will help with a few of these issues.

b. Hawaii - Camaron

- i. Do we have resources for Elementary school reading levels?
 1. Brought up by the state mental health hospital in HI.
 2. Discussion on bringing this to the Literature Committee.
- ii. How do we build relationships with Drug Court and people leaving Jail?
 1. Discussion on what AZ has done in the past
 - a. Literature rack at probation office.
 - b. Created a packet of info for probation officers to give to clients.
 2. Suggested to attend local AA H&I committee meetings for guidance.
- iii. Do medical clinics and harm reduction centers count as H&I?
 1. Not typically, but the local body can autonomously decide to work with those places.

c. Colorado - Aimee

- i. How to get the word out more with information and outreach?
 1. ‘Letter to Facility’ could be helpful.
 2. Handshake packets, also helpful, have been sending in email as well as snail mail. They include:
 - a. Letter



- b. Pamphlets
 - c. Pull tab info page
 - d. Meeting list
 - ii. A particular women’s meeting interested in us creating an H&I flyer for them to bring to facilities.
 - 1. Discussion on how this could be done with the homegroup sponsoring an H&I meeting.
 - d. **New Jersey - Phillip**
 - i. Obtained a list of facilities
 - 1. Sent out packets, snail mail
 - a. Got some responses
- H. **2:00pm – New Business or Projects from the Floor**
 - a. **Open positions to fill.**
 - i. **Communications Liaison**
 - 1. Term ends in December 2022
 - a. David M. (Texas) interested
 - i. **Motion** to vote in David by acclamation as the new Communications Liaison from Bryan M., Lee seconds.
 - 1. Vote - unanimous in favor.
 - ii. **Literature Liaison**
 - 1. Term ends in December 2022
 - a. Camaron M (Hawaii) interested
 - i. **Motion** to vote in Camaron by acclamation as the new Literature Liaison from Brian M., Jeremy seconds.
 - 1. Vote - unanimous in favor.
 - b. **Chip Bookmarks**
 - i. Adopted ‘Bookmarks’ from Colorado.
 - ii. Got approval to make them available for download on the website.
 - iii. Free/low cost resource for local areas to print and hand out at H&I meetings.
 - iv. Updating bookmarks to match:
 - 1. Logo
 - 2. Font
 - c. **H&I Can Stickers**
 - i. Discussion on defining H&I can.
 - 1. Separate 7th Tradition collection specifically for H&I.
 - ii. Idea to create a sticker/badge to make available to fellowship on the website.
 - iii. Discussion on how the financial collection process works.
 - 1. Explanation of this process in AZ, NV, CO.
 - iv. Project was added to the ‘Bookmark’ workgroup.
- I. Lengthy discussion on challenges with information gathering and organization of contact info, meeting info, etc...
 - a. The ‘Lighthouse Project’ is working hard to obtain information and get it in one place.



- b. 'No information sharing' causes challenges on getting access to trusted servant contact information between the different Advisory Committees.
- c. New 'Service Portal' is being created, the new structure should help.
 - i. Creating a question form in the new service portal registration process will help remove barriers.

5. 3:00pm – Breakout Close - Review of CMA H&I across N. America:

We will go around the room and talk about what is working and what needs to be addressed and Provide General updates for the local areas to get the message of recovery to addicts who are confined and/or restricted and would otherwise not be able to attend a CMA meeting.

1. Regional Reports - Challenges and Successes

a. David M. - Dallas, TX

- i. 'Unwired' finally allowed in Tx facilities.
 - 1. Successful with Homeward Bound and Greenhouse.
- ii. Trying to make contact with Dallas County Jail.
 - 1. Asking for guidance on establishing a contact.
 - a. Pro tips:
 - i. Google search 'Jail', 'inmate', 'program' to find phone numbers to start with.
 - ii. Find out who the jail librarian is and offer to send books.

b. Brian - NC

- i. Raleigh Durham fellowship:
 - 1. No official committee, but a strong legacy of work is in place.
 - 2. Provided rides from a shelter to take folks to outside meetings.
 - a. COVID stopped this.
 - b. Goal to start this back up.
 - 3. Fellowship numbers are down since pandemic.
- ii. Asheville fellowship:
 - 1. ADAC facility meeting is successful.
 - 2. Created positions to organize monthly meetings.
- iii. Charlotte fellowship is small.
- iv. Zoom meeting is going well.

c. Aimee - CO

- i. One H&I meeting is requesting literature

d. Jeremy - PA

- i. Rotating Zoom meeting to reach more facilities.
- ii. Philadelphia
 - 1. Mostly male fellowship



- a. Invited into a female facility.
 - i. Looking for guidance to do the best we can to carry the message as men.
 - 1. Use soundcloud to find a woman share to start meeting.
 - 2. Sarah will offer guidance as well.
 - iii. Lancaster
 - 1. Fellowship is growing fast.
 - 2. First meeting in a few weeks.
 - a. Making contact to get H&I working in the area.
- e. Camaron - HI**
 - i. Relationship with 'Woman's Way' (Salvation Army) is successful.
 - 1. Zoom meeting.
 - a. Growing fast.
 - ii. Pre COVID we were driving folks to meetings.
 - iii. HIPIO collective group provides multiple service opportunities in one place.
 - 1. HI tends to stray from highly structured organizations.
 - iv. Men's Tx center & State Hospital have been reaching out.
 - 1. Establishing contact.
 - 2. Carrying message through an AA H&I meeting,
 - 3. They also join the Zoom meeting mentioned above.
- f. Jennifer - GA**
 - i. Atlanta
 - 1. A few H&I meetings happening
 - ii. Rome
 - 1. H&I meeting at Recovery Community Organization
 - a. Taking an 'all recovery' meeting into a jail here.
 - i. Sharing about CMA.
 - 2. Inpatient facility is transporting folks to outside meetings
 - iii. Walker County
 - 1. Trying to get a meeting started in their jail.
- g. Phillip - NJ**
 - i. We are still building the overall fellowship.
 - 1. Will get H&I officially up & running in the near future.
 - ii. Have been reaching out to the local service providers and treatment centers.
 - 1. Letting them know about the CMA meetings.
 - 2. H&I available if they are interested.
- h. Bryan M. - AZ**
 - i. Robust H&I in Arizona
 - 1. We are privileged here, which helps us.
 - ii. Report from Garth:



1. 47 meetings
2. Correspondence with 6 inmates at this time
3. Hospital Meeting Organizer
 - a. Able to take meetings into folks in hospitals.
 - i. Recently allowed back in, but just one person.
4. A couple prisons have opened back up
 - a. Central Phoenix - Men's.
 - b. Perryville - womens.
- iii. Over the last 6 months a lot of facilities have been allowing us back - with different restrictions.
 1. A few challenges
 - a. Some places close down randomly.
- i. Lee - NV**
 - i. Service structure is currently being restructured
 1. H&I is on hiatus with several facilities
 2. We are understaffed
 3. Plan to rebuild in January
- j. Bill - NorCal**
 - i. Jail meeting has stopped
 - ii. Things slowly opening up in CA
- k. Mike F. - OR**
 - i. H&I Committee is small but going well
 1. Created a lot of valuable info in our Google Drive.
 2. Other folks are stepping up to fill commitments.
 - ii. Zoom meeting is going well
 1. Challenging to maintain facility attendance
 - iii. Hard to find the right contact person in each facility.
 - iv. Starting an in person meeting soon.

Lee motions to close, Bryan M. seconds.

Meeting ends with Serenity Prayer and joy :)



HOSPITALS & INSTITUTIONS ADVISORY COMMITTEE

2021 CMA GSC BREAKOUT SESSION REPORT

CMA General Services Conference



2021 Dallas, TX

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.

CMA General Services Conference



2021 Dallas, TX



PURPOSE (cont)

H&J SERVICE WORK OCCURS PRIMARILY AT THE LOCAL LEVEL, AS AREAS, DISTRICTS, AND INTERGROUPS ARE GENERALLY RESPONSIBLE FOR CARRYING MEETINGS OR PANELS INTO FACILITIES.

H&J ADVISORY COMMITTEE CAN SERVE AS A RESOURCE TO LOCAL SERVICE ENTITIES ON HOW TO SET UP H&J MEETINGS AND ASSIST THEM IN DECIDING HOW TO OVERCOME PROBLEMS THEY MAY ENCOUNTER.

CMA General Services Conference



2021 Dallas, TX

2021 BREAKOUT SESSION PARTICIPANTS

- JAMES C. AZ – CHAIR
- SARAH G. CO – COCHAIR
- DAVID M, TX
- COOPER N, TX
- BRIAN W, NC – DELEGATE
- AIMEE L, CO – DELEGATE
- JEREMY V. PA – JAIL LIAISON
- CAMARON M, HI – DELEGATE
- JENNIFER J, GA – DELEGATE
- BRYAN M, AZ – DELEGATE
- LEE M, NV – TRUSTEE
- MIKE F, OR – SECRETARY
- PHIL, NJ – DELEGATE
- STEPHANIE B. NE
- BILL B, CA – ADVISOR
- CHAR, CO – DEI LIAISON
- KYLE, NE - DELEGATE

CMA General Services Conference



2021 Dallas, TX



2021 ACTIVITIES REVIEW



- ✓ **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 - LIGHTHOUSE PROJECT**
- ✓ **TRACKING AND RESPONDING TO INMATE LETTERS – AND SENDING LITERATURE OUT**
- ✓ **GET INTO JAIL CARD – HELPING LOCAL H&I GET MEETINGS INTO JAILS**
- ✓ **HIPI 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 TACKLING PROJECTS TOGETHER WITH ALL ATTENDEES. ACTION ITEMS WE ADDRESSED:



- ✓ **DEI LIAISON POSITION DESCRIPTION**
- ✓ **H&I BUDGET DISCUSSION**
- ✓ **WEBSITE REVIEW**
- ✓ **MEETING FORMAT REVIEW**
- ✓ **H&I ORIENTATION REVIEW**
- ✓ **HANDBOOK REVIEW**
- ✓ **FEEDBACK FROM DELEGATE REPORT**
- ✓ **NEW BUSINESS OR PROJECTS FROM THE FLOOR:**
 - **CHIP BOOKMARKS ON WEBSITE**
 - **H&I CAN STICKERS**



GSC BREAK OUT SESSION (CONT)



DELEGATE FEEDBACK:

- NEED MORE CLARITY ON FREQUENTLY ASKED QUESTIONS - OR
- GUIDANCE ON H&J AND PI&O RELATIONSHIP - OR
- EXPLAINING ATTRACTION VS PROMOTION - OR
- CREATE INMATE RELEASE RESOURCE PACKET TEMPLATE - OR
- BETTER WAYS TO GET RESOURCES TO LOCAL FELLOWSHIPS - OR
- OPENING UP LINES OF COMMUNICATION FOR QUESTIONS TO ASK - OR
- PROVIDE LITERATURE AT A ELEMENTARY SCHOOL READING LEVEL - HI
- HOW TO DO OUTREACH FOR H&J FACILITIES - CO

OPEN MIC FOR DELEGATE FEEDBACK

2022 STRATEGIC GOALS



- CONTINUE WITH OPEN 2021 PROJECTS
- GETTING SOBER CELL INTO JAILS AND PRISONS!
- INCREASE UNITY - CONTINUE TO BUILD LIGHTHOUSE PROJECT
- PROVIDE LOCAL H&J COMMITTEES WITH RESOURCES ON WEBSITE - BOOKMARKS, H&J CAN STICKERS
- REFINE BUDGET FOR SOBER CELL AND GROWTH OF REACH INTO PRISON/JAIL
- PROVIDE SUGGESTED UPDATES TO WEBSITE
- UPDATE NEW H&J MEETING FORMAT DOWNLOAD ON WEBSITE
- HARVEST MORE H&J STORIES FOR FUTURE BOOKS
- DEVELOP A H&J ORIENTATION SCRIPT AND PRESENTATION FOR LOCAL FELLOWSHIPS
- UPDATE HANDBOOK FOR NEXT DELEGATE PACKET
- WORK WITH LITERATURE TO REVAMP H&J PAMPHLET



H&I COMMITTEE MEMBERS

Give a HUGE thanks to our committee who continue to provide passion and growth:

Chair:	James C., Phoenix, AZ
Co-Chair:	Sarah G., Denver, CO
Secretary:	Mike F., Portland, OR
Treasurer:	Yvonne W., Phoenix, AZ
Jail Liaison:	Jeremy V., Pennsylvania
Communication Liaison:	David M. Dallas
Literature Liaison:	Camaron, Hawaii
Pl&O Liaison:	Melissa R., Nebraska
DEI Liaison:	Char L., Denver Colorado
Trustees:	Lee M., Las Vegas; Yvonne W., Phoenix, AZ
Advisor:	Bill B., San Francisco, CA



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:

SARAH.G@CMAGSO.NET

LEE.M@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](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**

➤ JAMES.CA@CMASGO.NET OR

➤ SARAH.G@CMAGSO.NET

➤ **OR BETTER YET, JOIN OUR MONTHLY ONLINE MEETING!**

(DETAILS ON PREVIOUS PAGE)

➤ **AND EMAIL US TO GET ADDED TO OUR DISTRIBUTION LIST**





APPENDIX H: CMA International Working Group Presentation



CMA International Working Group

Developing an International Plan for Service.

Beginnings -

At the 2018 CMA General Services Conference, the following motion was made: “Peter S (AU) moves to establish a template for a World Service Structure by the 2023 General Service Conference.” The motion was seconded by David M (MN). This motion was passed at the same conference. The existing ad hoc International working group (which at the time was primarily a reporting and information sharing resource) was tasked with developing this template.



Mission statement:

The International Working Group of CMA was formed to facilitate communication between and among CMA fellowships worldwide and the existing service structure of the North American Conference of CMA.

It also seeks to share our experience in creating the North American Conference and service structure to help CMA grow around the world, and to assist groups worldwide in accessing the existing services of CMA.

Guiding principles:

We have been tasked to develop a structure in accord with our 12 Steps, Traditions, Concepts and congruent with the principles outlined in CMA's Conference Charter.

This work presents a historic opportunity to build unity as CMA grows worldwide in accord with our First Tradition: "Our common welfare should come first; personal recovery depends upon CMA unity."





Current Global Fellowship

CMA currently has meetings listed in Australia, Canada, Iran, Germany, South Africa, Spain, Switzerland, The Netherlands, and the United Kingdom.

We have had sporadic communication hinting at meetings beginning or existing in Nepal, The Philippines and Thailand.

Makeup of the Working Group

Currently, the group has regular representation from:

- Australia - Peter S and others.
- Canada - Carl B.
- Germany - Michael T.
- The United Kingdom - Brian SK, David DJ, Rob F. and Andy S.
- The United States - Will H, Jimmie C, Trish M, Walt W, Aaron M, David Si, various others.

We have had some participation from Nepal and New Zealand at various times as well. We have also had contact with members in Switzerland, Iran, and Nepal.



Template for International Structure

The committee has been tasked by the Conference to develop a suggested template for global service structures by 2023. The sense of the committee thus far is:

- Organizing on a NSP model (Nation, State, Province) is a good place to start.
 - *BUT* - also allow room for structures organized on the basis of linguistic or cultural affiliations, which may cross political boundaries.
- The Committee discussed various options, and feels the best path forward is to propose structures “to grow into” modeled on the North American “inverted pyramid” structure.
- At this point much of this structure is aspirational, though some global fellowships are growing enough to begin to work toward the existing structures as described in the service manual.

Our discussions have revealed -

Response from worldwide meetings has been “We need information about how to meet our individual group needs first, we seek shared experience about supporting and creating local structures for the top of the pyramid first.”

These discussions led to an “ask” for FAQ’s about how to organize locally to best serve the groups. The committee has been developing these FAQ’s in recent months, first by identifying areas of need, then by adapting existing resources.

The FAQ’s in progress deal with questions such as “How do we start a meeting”, “Do we need a service entity?”, “How do we open bank accounts?” “How do we get started with H&I work?”, and “Can we send delegates to the General Service Conference?”



Major needs identified -

- a) Finding trusted servants.
- b) Language / translation is *vital* important.
- c) Legal and cultural issues. (Safety of members to gather.)
- d) Be aware of DEI principles and decolonization as we work, check assumptions or customs that may be Western centric.
- e) Online meetings and managing safety / anonymity.
 - i) Online meeting tech has been a huge boon to our Intl work. Greater global interconnection via internet due to pandemic.
- f) Critical importance of H&I, ways to encourage the growth of it are essential.
 - i) PDF version of literature uniquely suited to H&I security needs.

Proposed Timeframe -

- Propose Interim committee / work session before the Conference this year.
- Develop structure documents by end of 2021.
- Seek Conference feedback 2022.
- We are working with a goal of presenting a draft structure proposal to the Conference in 2023.
- We are on track to meet these goals.



With so much gratitude for Trish M.



Trish was an invaluable member of our committee. We miss you Trish!

We are actively seeking members

The International Working Group is actively seeking new members, and in particular needs to fill the role of Secretary, as we recently lost our Secretary.

Most of our global members are already carrying a lot of the service work in their home countries, and thus have less time to devote to service roles in the working group.

In addition to this, the Literature Committee is *always* looking for members with language skills to assist in the translation project.

It is very exciting to "to see a fellowship grow up about you... ..this is an experience you must not miss." *

*AA Big Book, Chapter 7, "Working with Others."



Current Time Zones

We currently meet at Twelve Noon GMT, which is: 0400 PDT (4 am) Los Angeles, 0500 MDT (5 am) Denver, 0700 EDT (7 am) New York / Toronto; 1100 UTC, 1200 BST (Noon) London, 1300 CEST (1 pm) Berlin / Zurich, 1430 IRST (2:30 pm), Tehran, IR; 2200 AEDT (10 pm) in Sydney, AUS.

*Our meeting time is changing in some locations around the World this month and next as Daylight Savings Time is added or dropped in different places around the World.

International Working Group

We meet on the first and second Saturday of each month at 0400 UTC. (Universal Time Coordinated)

Our next meeting is on November 13th.

Contact us at international@cmagso.net

Our zoom link is: <https://tinyurl.com/cmaintl>



APPENDIX I: Nominating Committee Presentation



Nominating Committee

Nominating Committee Members

Jimmie C (NJ) – Chair

Tim P (GA) – Co-Chair

Garrett V (MN) – Secretary

Voting Members

Carl B (Canada)

Will H (MA)

Bill B (CA)

Keith F (CA)

Non-Voting Members

Ross M (IL)

Walt W (CO)



2021 Regional Trustee Map



Regional Trustee Certification Process

- ✦ AREAS NOMINATE A SINGLE AREA TRUSTEE NOMINEE
- ✦ WRITTEN APPLICATION INCLUDING SERVICE HISTORY AND PROFESSIONAL EXPERIENCE.
- ✦ WRITTEN STATEMENT OF PURPOSE
- ✦ CRIMINAL BACKGROUND CHECK
- ✦ CONVERSATION WITH THE NOMINATING COMMITTEE
- ✦ ACTIVE PARTICIPATION ON AT LEAST ONE GSC ADVISORY COMMITTEE
- ✦ REGIONAL ASSEMBLY VOTES TO RECOMMEND A SINGLE TRUSTEE NOMINEE
- ✦ CONFERENCE VOTES TO ACCEPT THE RECOMMENDATION OF THE REGIONAL ASSEMBLY



Voting to accept the recommendations of the Regional Assembly

2022 Trustee Nominee Process

- ❖ Every Region will have a minimum of one open Trustee position
- ❖ Each Area can nominate one candidate to the Region
- ❖ All Area Nominees should be emailed to nominatingchair@cmagso.net by January 15, 2022.
- ❖ Area Nominee applications due by April 01, 2021
- ❖ Nominating Committee's vetting process
- ❖ Regional Assembly to select a single nomination – August 2022
- ❖ Regional Nominee recommendations – 2022 General Service Conference – San Diego



APPENDIX J: Diversity Equity & Inclusion Conference Committee Report & Presentation

DEI Advisory Committee Breakout Session Outline Friday, Oct 15, 2021

Part 1 - Introduction (8am-10am)

1. Welcome / Introductions (Michael C)
2. Meditation (MC)
 1. Introduce Leadership
 - Michael C
 - Scott H
 - Carl B
 2. Introduce participants:
 - i. John Griffin
 - ii. Russell G
 - iii. Kyle P
 - iv. Hernando C (Secretary)
 - v. Jared B
 - vi. Sebastian D
 - vii. Garrett V
 - viii. Rami A
 - ix. Kristen K
 - x. Walt W
3. Community Agreements
 - i. One mic, Step Up Step Back, Use “I” Statements, Oops Ouch, Trust Your Body, Prioritize Zoom Folk, No Dumb Questions, One Common Goal, Assume Positive Intent, Patience: Let People Get There, Don’t Put Words in People’s Mouths, Not About You, Remember Who’s Not in the Room,
 - ii. Scott sidebar: We are actively reaching out to women and more people of color
 - iii. Group agreed to community agreements
4. What to Expect when Doing DEI work (Scott H, et al)
 - i. New advisory committee



- ii. We are here to help groups better facilitate DEI issues
- iii. Initiating our own agenda
- iv. Complex and difficult
- v. Transparent and honest, also respectful
- vi. There's controversy in every advisory committee
- vii. Nebraska looks different than SF/NYC (Russell)
- viii. CMA started in WeHo by a white cisgender man. Delayed progress for straight men and women
- ix. Don't need to apologize for CMA gayness
- x. Be attuned to people not in the room
- xi. Think about DEI beyond race
- xii. Whiteness is an artificial construct separate from European (France, Germany, Italy)

3. What we've done thus far (Scott H)

1. NYC - Ike & Tina (Mike C)

- i. Began socially, "let's do brunch"
- ii. 300+ in and outside of NYC
- iii. After 20 years of CMA, the need for a spanish meeting became important

2. The Chicago Question (Bobby)

- i. Illinois motion - Mothership Meeting (gay dominated meeting)
- ii. Straight women felt disrespected
- iii. 2 years later, issue was discussed
- iv. 2019: DEI Workgroup for the Board

- 1. Bootcamp prep for Illinois Motion - clarified common language and wording
- 2. Board representation is improved

v. 2020: DEI Intergroup

- 1. Virtual
- 2. Prepare and engage for Sharing Session
- 3. An intergroup outside the GSC
- 4. Town Halls, assessment, workshops
- 5. DEI Intergroup facilitated the Sharing Session
- 6. Bitches Breaking Bad - addressing needs for women

vi. Video by Sarah G

- 1. During Zoom, women felt there was nowhere to go
- 2. Addressed need, announced in Colorado
- 3. Thursday noon meeting



4. First meeting 34 women, 19 states, international
5. Safe space, welcoming
- vii. Sharing Session 2020
 1. Use of the Traditions
 2. Hearing and listening. Understanding. Not fixing.
3. Lucky M (NYC) great work for transgender folk (video)
 - i. Over 20 years ago, didn't see representation
 - ii. Cis gay men dominated, sexual assault, agency over her body, women with crystal in story in AA, difficulty getting service positions, trans used as social currency, sexism and transphobia in the rooms
 - iii. NYCMA doing right: fostering and creating safe spaces for conversation. Need: bulk of work needs help from cis allies,
4. Nominating Committee (DEI Workgroup) - (Scott)
5. DEI Intergroup (Michael)
6. Sharing Session at General Service Conference 2020 (Scott): Carl B, Scott and Michael attended.
 - i. Heard from variety of people who did not feel welcomed. Besides the addiction, other barriers to entry
 - ii. There is AA language that addressed DEI
 - iii. Strong feelings about whiteness in the room; defensiveness; learning experience, persevere discomfort, challenge internalized -phobia; response to this work can be violent
4. How DEI Became an Advisory Committee? (David S)
 1. Questions if this should be an advisory committee
 2. Board and GSC listened
 3. Created a workgroup to explore how to respond
 4. Board created an Advisory Committee
 5. Resources that serve the Fellowship
 6. Interaction and feedback
 7. No minority opinion.
 8. Modeled after AA
 9. Liaison from other GSC Committees

Part 2 (Michael C) - The DNA of DEI (10:15am-12pm)

1. DEI and Traditions
 1. How might Traditions be in conflict with DEI?



1. The word God might be in conflict (Bill H): there might be trauma, PTSD from previous religious experiences
 2. Talking about race as an outside issue
 3. Not an issue in my area
 4. Inclusion is not recovery
 5. Controversial
 6. Political
 7. DEI is promoting
 8. GSC can't tell me what to do
 9. Who's asking for this
 10. Isolation is internal, not an outside issue
2. How might DEI be consistent with the Traditions
 1. Financial equity impacts who can participate
 2. Unity does not equal homogeneity
 3. Unity does not equal agreement
 4. CMA Bill: "We get room to grow here and become the person we were meant to be." (slide)
 5. Tradition 4: each group should be autonomous (slide)
 1. CMA Group: group character develops with its members and evolves to do what no other group can or is doing
 2. One type of meeting will NOT appeal to every addict
 3. Vitality of the program is enhanced by each group finding a niche and filling it
 4. Crystal Meth Addict: 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
 5. Spiritual Principles: 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
 6. Tradition 5: Our primary purpose: slide
 7. Tradition 10:
 1. Restricts the fellowship from stating opinions on outside issues not the individual
 - a. How do we sort it all through (Sebastian)
 - b. How do we balance inside issues from outside issues
 - c. Inherent messiness



- d. Helping the addict to stay sober is our goal. Making the meetings inclusive aligns with DEI
- e. Incarceration example: We will not say CMA is against prisons, we will help the addict who is incarcerated.
- f. Outside issues: BLM, Defund the police, social justice movements, political affiliations
- g. What are not outside issues:
 - i. Age, race, sexual identity, gender identity, creed, religion, or lack of religion
 - ii. Ensuring safety by restricting surveillance
 - iii. Bringing up DEI at a business meeting
 - iv. Since when did the program become not a living thing

<Lunch Break>

Review (MC): Be equipped to overcome objections. We don't want to make it uncomfortable for people. We want to make people comfortable. Using the Traditions to guide us through DEI. We're not addressing racism, we're addressing the person.

2. Why are we doing this work? Mock Group Inventory (adapted from AA for the recent CMA Board Retreat). Take this inventory to the group, schedule a time, other than the meeting, to address all the issues; Are we doing everything possible to help the addict? Are we intentional about including this group; do we budget, plan, target for these people:
 1. BIPOC people (Bill): Has to remember the optics of an oldtimer approaching a newcomer. Visibility of that group within individual meetings.
 2. Straight People: Target various treatment centers; be more welcoming in general, group conscience using the correct wording, curbing sexual overtones. Not attracting straights. New straight members turnover quickly; invite them to fellowship; making sure we listen and ask if they have questions; make sure they know about other meetings; random sharing is conducive to get everyone to share; straights have enough power in the real world; we have to be surgical about relating to diverse communities
 3. Women: Broaden our topics of discussion, general; less gay; edit the literature tailored to the group; more targetting of women in PI+O (Planned Parenthood, women's prisons); call and response opening



inclusivity statement; newcomer representative in place to welcome; prioritize women as speakers/service positions; pre-plan a woman to be nominated and elected: Third Legacy Group, identify people for the position. Absent from the room, we discuss this woman/other nominees to prioritize women

4. Trans group: gender neutral language, other trans non program activities, online trans meeting; No we are not attracting trans to meetings; Not staying, yes they do leave because of lack of representation, safety; yes and no sharing at meetings;

CPart 3 (Scott H) (1:30pm-3:30pm)

1. Check-In, Questions, Open Discussion

- a. Questions? How will the fellowship react? How can we be representative of all groups, Do we have resources to gather more data bout crystal meth use. How do we sell this to the fellowship. How do we reassure people we are not changing. Intention v tokenism. Will it be messy? Can we be effective? Why arent we at a different place? What are the next steps? What do we need to do the work?
- b. Feelings: confused, anxious, positive, pressure, opportunity, exhausted, concerned, grateful, self indulgent, impatient, privileged, curious, safe,m research, irritated, disappointed, committed, sense of urgency, acceptance, optimistic, excited
- c.

2. Check ins:

- a. Garrett: look at fellowship as a whole and not just what's in our backyard
- b. Russell: necessary in this time, intentionally taking temperature of the room, opportunity. Dont present this with defensiveness
- c. Bill: is there statistics about meth use per a particular group
- d. Sebastian: We should not be coming in and telling people what to do?
- e. Scott: alot of acceptance in this work about the messiness
- f. Jared: self indulgent today; how can we be of service?
- g. Rami: Curious, can we do this?
- h. Hernando: reassured we're doing the right thing
- i. John: irritated and disappointed
- j. Wall: Excited, not knowing the answers is ok
- k. Michael: amazing, excited this is happening, so much is happening, joy in participating,



3. Purpose Statement

- a. Our mission is to engage the fellowship widely on issues related to Diversity, Equity, and Inclusion and Belonging.
- b. We will listen, seek participation and input, and create resources that support people of color, women, transgender people, and other historically marginalized groups.
- c. We will conduct ourselves transparently, aligned with the Traditions and Concepts of CMA.

Scott made a motion to accept Purpose Statement. Walt seconded. Motion passed.

Part 4 (Michael C and Scott)

Two-Year Goals

- a. Liaisons
- b. DEI pamphlets
- c. CMA Group Inventory
- d. Input channel from the fellowship
- e. Inclusion statements
- f. How to start a meeting with DEI as integral
- g. How to start a DEI topic meeting
- h. Gender neutral literature; non gender scripts
- i. Create DEI content for advisory committee tab on website
- j. ADA/WCAG Review: addressing ableism and accessibility

2. Where to Begin

- a. Create content for communications/website
- b. CMA Group Inventory
- c. Inclusion Statements





DIVERSITY, EQUITY, & INCLUSION ADVISORY COMMITTEE REPORT

THE 2021 CMA GENERAL SERVICE CONFERENCE - DALLAS, TX

DEI ADVISORY COMMITTEE REPORT *LEADERSHIP*

Chair: Michael C, Brooklyn, NY

Co-Chair: Scott H, Durham, NC

Secretary: Carl B, Toronto, Ontario



DEI ADVISORY COMMITTEE REPORT *ATTENDEES*

John G - Trustee, GSC Co-Chair

Russell G - Asheville, NC

Kyle P - Omaha, NE

Hernando C (Recording Secretary) - NYC

Jared B - San Francisco, CA

Sebastian D - Indianapolis, IN

Garrett V - Minneapolis, MN

Rami A - Durham, NC

Kristen K - Omaha, NE

Walt W - Denver, CO



DEI ADVISORY COMMITTEE REPORT *WHAT TO EXPECT*

- **We are a NEW ADVISORY COMMITTEE**
- **We are here to HELP GROUPS address DEI**
- **Complex and Difficult**
- **Transparent, Honest, and Respectful**
- **Every advisory committee has controversy.**
- **DEI is different in Nebraska vs. SF/NYC**
- **Don't need to apologize for CMA gayness ... or ethnicity ... or gender.**
- **Be aware of who is not in the room (Trans, PLWD, etc.)**
- **Think about DEI beyond race ... PLWD, Neurodiversity, and others**
- **Whiteness is an artificial construct separate from et (French, German, Italian)**



DEI ADVISORY BREAKOUT REPORT *WHAT WE'VE DONE THUS FAR*

- *Ike & Tina (NYC) - 2016*
- *Illinois Motion - 2017-2019*
- *Nominating Committee - 2019*
- *DEI Intergroup - 2020*
- *Bitches Breaking Bad (Zoom) 2020*
- *Sharing Session - 2020*



DEI ADVISORY COMMITTEE REPORT *WHAT WE'VE DONE THUS FAR*

DEI Advisory Committee - 2021



- *The Board and the GSC listened*
- *Created a workgroup to explore how to respond*
- *Board created an Advisory Committee to serve the fellowship*



DEI ADVISORY COMMITTEE
REPORT
DEI & THE TRADITIONS

Why Are We
Doing This
Work?

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

DEI ADVISORY COMMITTEE
REPORT
DEI & THE TRADITIONS



DEI ADVISORY COMMITTEE
REPORT
DEI & THE TRADITIONS



DEI ADVISORY COMMITTEE
REPORT
DEI & THE TRADITIONS

Our Bill's Story

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



DEI ADVISORY COMMITTEE REPORT DEI AND THE TRADITIONS

Let's Play Devil's Advocate...

*How might DEI work be in conflict with the
Traditions?*

DEI ADVISORY COMMITTEE REPORT DEI AND THE TRADITIONS

Let's Play Devils's Advocate.....

*How might DEI
work be in conflict
with the Traditions?*

- *Talking about race as an outside issue*
- *Not an issue in my Area*
- *Inclusion is not recovery*
- *Controversial*
- *Political*
- *Is DEI promotion?*
- *GSC can't tell me what to do*
- *Who's asking for this?*
- *Isolation is an internal barrier, not external*



DEI ADVISORY COMMITTEE REPORT DEI AND THE TRADITIONS

Let's Play Angel's Advocate.....

How might DEI work be consistent with the Traditions?

DEI ADVISORY COMMITTEE REPORT DEI & THE TRADITIONS

Tradition 4	Tradition 5	Tradition 10
<i>"Each group should be autonomous except in matters affecting other groups or CMA as a whole."</i>	<i>"Each group has but one primary purpose—to carry the message to to the addict who still suffers."</i>	<i>"Crystal Meth Anonymous has no opinion on outside issues; hence the CMA name ought never be drawn into public controversy."</i>



DEI ADVISORY COMMITTEE
REPORT
DEI & THE TRADITIONS

<p>Tradition 10</p>	
<p><i>"Crystal Meth Anonymous has no opinion on outside issues; hence the CMA name ought never be drawn into public controversy."</i></p>	<ul style="list-style-type: none"> • Tradition 10 restricts the FELLOWSHIP from stating opinions on outside issues • 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.

DEI ADVISORY COMMITTEE
REPORT
DEI & THE TRADITIONS

<p>Tradition 10</p>	
<p><i>What are some outside issues?</i></p>	<ul style="list-style-type: none"> • Black Lives Matters • Defund the Police • White Nationalism • Human Rights Campaign • Political Affiliation



DEI ADVISORY COMMITTEE
REPORT
DEI & THE TRADITIONS

<p>Tradition 10</p>	<ul style="list-style-type: none"> • Personal Identities: <i>age, race, sexual identity, gender identity, religion/spirituality</i> • Ensuring safety by restricting surveillance • Bringing up DEI at a business meeting
<p><i>What are NOT outside issues?</i></p>	

DEI ADVISORY COMMITTEE
REPORT
DEI & THE TRADITIONS

TRADITIONS 4: EACH GROUP SHOULD BE AUTONOMOUS...

The CMA Group	Spiritual Principles
<ul style="list-style-type: none"> • GROUP CHARACTER develops with its members and evolves to do what no other group can or is doing • ONE type of meeting will NOT appeal to every addict • The VITALITY of the program is enhanced by each group finding a niche and filling it 	<ul style="list-style-type: none"> • Open-Mindedness: the fellowship needs to be more receptive to new ways of reaching crystal meth addicts • Unity: supporting our common welfare • Anonymity: reminds us that each group has EQUAL place in the fellowship



DEI ADVISORY COMMITTEE REPORT DEI & THE TRADITIONS

TRADITIONS 5: OUR PRIMARY PURPOSE SHOULD COME FIRST

THE GROUP: CMA Unity	PERSONAL RECOVERY: THE ADDICT
<ul style="list-style-type: none"> • OUR 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. • SOCIALIZING AS A GROUP CAN DIVERT OUR FOCUS from our primary purpose, leading us to ignore the suffering addict who will miss out on message. 	<ul style="list-style-type: none"> • How well are we carrying the message of recovery? • Are their 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?

DEI ADVISORY COMMITTEE REPORT DEI GROUP INVENTORY



DEI ADVISORY BREAKOUT PART 2 - DEI GROUP INVENTORY

How Can We Support Groups in Carrying the Message to Marginalized Identities?

- *Women*
- *Black, Indigenous, People of Color*
- *Transgender/Non-Binary Persons*
- *People Living with Disabilities*
- *Other Communities, Identities, and Experiences?*

DEI ADVISORY COMMITTEE REPORT DEI GROUP INVENTORY

1. *What is the basic purpose of our group?*
2. *What more can our group do to carry the message?*
3. *Is our group attracting alcoholics from different backgrounds? Are we seeing a good cross-section of our community, including those with special needs?*
4. *Do new members stick with us, or does the turnover seem excessive? If so, why? What can we as a group do to retain members?*
8. *Are all members given the opportunity to speak at meetings and to participate in other group activities?*
9. *Mindful that holding office is a great responsibility not to be viewed as the outcome of a popularity contest, are we choosing our officers with care?*
10. *Are we doing all we can to provide an attractive and accessible meeting place?*



DEI ADVISORY COMMITTEE REPORT DEI GROUP INVENTORY

1. *What is the basic purpose of our group?*
2. *What more can our group do to carry the message (to BIPOC, trans, women, PLWD)?*
3. *Is our group attracting alcoholics from different backgrounds (who are BIPOC, trans, women, PLWD)? Are we seeing a good cross-section of our community (including people who are BIPOC, trans, women, PLWD), including those with special needs?*
4. *Do new members (who are BIPOC, trans, women, PLWD) stick with us, or does the turnover seem excessive? If so, why? What can we as a group do to retain members (who are BIPOC, trans, women, PLWD)?*

DEI ADVISORY COMMITTEE REPORT DEI GROUP INVENTORY

8. *Are all members (who are BIPOC, trans, women, PLWD) given the opportunity to speak at meetings and to participate in other group activities?*
9. *Mindful that holding office is a great responsibility not to be viewed as the outcome of a popularity contest, are we choosing our officers (who are BIPOC, trans, women, PLWD) **WITH CARE?***
10. *Are we doing all we can to provide an attractive and accessible meeting place (for people who are BIPOC, trans, women, PLWD)?*



DEI ADVISORY COMMITTEE
REPORT
DEI GROUP INVENTORY EXERCISE

BIPOC

Straight

Women

Trans/Non-Binary



DEI ADVISORY COMMITTEE
REPORT
STATEMENT CHECK-IN

How Are We Feeling?

***What Questions Do
We Have?***



DEI ADVISORY COMMITTEE
REPORT
STATEMENT CHECK-IN: FEELINGS

<u>FEELINGS</u>	
CONFUSED	anxious ✓
Positive	Pressure
Opportunity	Exhausted ✓
Concerned	Grateful
Self-indulgent	Impatient
Privileged	Curious ✓

Safe ✓	Pressured
Irritated	Disappointed
Committed	Sense of urgency
Acceptance	optimistic
Excited	

DEI ADVISORY COMMITTEE REPORT
STATEMENT CHECK-IN: QUESTIONS

<u>QUESTIONS?</u>
How will the fellowship expand?
How can we incorporate all groups?
Do we have resources to gather more data about us/our work?
How do we "sell" this to the fellowship?
How do we reassure people that we are not changing?
<u>Intention</u> vs <u>Tokenism</u>

Will it be messy?
How can we be of service?
Can we be effective?
Why aren't we at a different?
What are the next steps?
What do we need to do the work?



DEI ADVISORY COMMITTEE REPORT PURPOSE STATEMENT

*Our mission is to engage the fellowship widely on issues related to Diversity, Equity, Inclusion, and **Belonging**.*

We will listen, seek participation and input, and produce resources that support people of color, women, transgender people, and other historically marginalized groups.

We will conduct ourselves transparently, aligned with the Traditions and Concepts of CMA.

DEI ADVISORY COMMITTEE REPORT TWO-YEAR GOALS

- *Liaisons*
- *DEI pamphlets*
- *CMA Group Inventory*
- *Input channel from the fellowship*
- *Inclusivity Statements*
- *How to start a meeting with DEI as integral*
- *How to start a DEI topic meeting*
- *Gender neutral literature; non gender scripts*
- *Create DEI content for advisory committee tab on website*
- *ADA/WCAG Review: addressing ableism and accessibility*



DEI ADVISORY COMMITTEE REPORT WHERE TO BEGIN

- *Liaisons*
- *DEI pamphlets*
- **CMA Group Inventory**
- *Input channel from the fellowship*
- **Inclusivity Statements**
- *How to start a meeting with DEI as integral*
- *How to start a DEI topic meeting*
- *Gender neutral literature; non gender scripts*
- **Create DEI content for advisory committee tab on website**
- *ADA/WCAG Review: addressing ableism and accessibility*



DIVERSITY, EQUITY, & INCLUSION
ADVISORY COMMITTEE

THE 2021 CMA GENERAL SERVICE CONFERENCE · DALLAS, TX

**FEEDBACK?
NEEDS?
QUESTIONS?
CONCERNS?**

DIVERSITY, EQUITY, & INCLUSION
ADVISORY COMMITTEE

THE 2021 CMA GENERAL SERVICE CONFERENCE · DALLAS, TX

Regular Meeting: 3rd Mondays @ 9pm ET / 6pm PT

Next Meeting: Monday, November 15th

Email: DEI@cmagso.net

THANK YOU FOR YOUR SERVICE!



APPENDIX K: Conference Advisory Committee Presentation



Conference Advisory Committee

Robert Accetura Chair
Danny Torna Co-
Chair



Conference Advisory Committee

Trish M	Conference Co-chair Miss You!
Victor M	Registration Chair
Garrett V.	Registration Co-chair
Michele S	Secretary
Aaron	GSC Chair/Literature/Tech
David S	Board of Directors
Brandon S	Communications Liaison
Ross	Literature
Melissa R	P,I &O Liaison
Lee M	Online Sales
Bobby K	Tech workgroup
Michael Paul	Texas Host Committee
Richard LF	Member
Michael R	Member
Chris G	Member
Matt M	Member





Conference Advisory Committee

- Budgets
- Finances
- Registration
- Search For Hotels and Catering
- All in order to accommodate our
General Service Conference



Working Around Changing Times

- 2020 Virtual Conference
- 2021 First Hybrid
Conference
- Moving Forward.....





Past Conferences

Salt Lake City
Chicago

New York City
Atlanta

Phoenix
Philadelphia

Los Angeles



Future Conferences

2022

San Diego
"Service is our Mission"

Logo Coming Soon

2023

Return to the Big Apple



Requirements to host a conference in your city



-The local host committee develops the theme and logo for the conference

-Provides volunteers to partially staff the conference

-The host committee fundraises for hospitality at the conference.

-Some hosts have done gift bags or a suite at the hotel to provide coffee and snacks.

-The host committee plans a group activity or entertainment for one night at your own cost.

-We encourage you to discuss your options with us.

Ok, Let's do it

Request a Bid Packet by emailing:

Conference.chair@cmagso.net

Submit your bid to:

Conference.Bids@cmagso.net

Deadline May 15, 2022



Conference Committee Report

February 15, 2022



Come Join us!!!

We meet on the 3rd Wednesday of the month.

Our Zoom meeting link zoom.us/j/94325539910



APPENDIX L: Executive Conference Committee Report & Presentation

Crystal Meth Anonymous 2021 General Service Conference Executive Conference Committee Report Friday, October 15, 2021, 8:00 AM Central Doubletree Market Center, Dallas, TX

David S (GA, Board Chair) called the meeting to order.

- Serenity Prayer led by Mellisa R (Delegate, NE)
- Twelve Traditions read by Michael Paul H (Host Committee Chair, TX)
- Twelve Concepts read by Michael T (Delegate, GR)

Attendance and Quorum Count

David S (GA), Aaron M (CO), Robert A (FL), Tanner W (OR) Mellisa R (NE), Bobby K (IL), Walt W (CO), Brent J (GA), Mike L (NV), Michael Paul H (TX), Peter S (International Delegate, AU), Will H (MA), Brian SK (International Delegate, UK), Michael T (International Delegate, Germany), Dominic C (DC), David DJ (International Delegate, UK), Jimmie C (NJ)

Welcome - Introductions and Check-in David S

David started off reading through the Purpose statement of the Executive Committee and discussed the Agenda.

Intellectual Property *(screen share of slides)*

- Canada appeal: in the process of appealing the decision and gathering information from the Canadian Fellowship to prove our presence in Canada.
- Google drive/record keeping for IP documentation and scheduling. The time has come when we need to have our records organized. Need to put together a full calendar of renewals, attorneys, ect.

Why is it important to have IP? So we have control over our name, images, literature, message and the like. We only ask that our name is not used in any legal filings. We keep records of those that we authorize to use us. We were granted permission from our International Groups to pursue this on their behalf. Currently working to stop a recovery group that is using our name on YouTube.

Q: Why China?



Walt (CO, Past Board Chair): We chose China because our chip vendor is there and their history of IP Infringement.

Q: Is there a document that says what we can and can not do with the logo?

Aaron (CO, GSC Chair): Yes, It is in the Style guide.

Nominating Committee, Jimmie C, Committee Chair

Jimmie C (NJ, Mid-Atlantic Region Trustee) reviewed his slides introducing the Committee members and giving an overview of the projects they are working on.

- Overview of the Trustee to At Large Trustee Nomination Processes document.
- Area's should be starting the Area Nomination Process in November.
- Discussion on areas/skills that NomComm needs to be looking for in the next year that could be filled with At Large Trustees.
 - Finance/Accounting skills
 - IT/Webmaster

Q: Have we considered bringing DEI into the Board to ensure that we have equal representation across the Fellowship?

David: Last year we recruited an external candidate with a vast DEI knowledge who now sits on the Board and he is Chair of the DEI Committee, so yes.

Q: What is the suggestion to get these positions filled?

Jimmie: At the General Assembly we will put a call to the Delegates to go back to their Area's and nominate Area Nominees.

Q: Do we reach out to Areas that have no Trustees and remind them of the nomination process?

Aaron: Some Areas/Regions don't have the Service Structure in place to make these nominations happen. Some Areas are starting to form, like the Dakotas, and some areas have deteriorated, like Utah (although they started three new meetings). We have gotten really good at trying to connect new meetings to the local Service Structure. We at least make the offer to help them. Jimmie does a good job of trying to connect new meetings to the Area and Regional Service Structures.

This process can seem daunting for those that haven't been through it. If, when we talk to the Fellowship, we stress that we have the mentor program. It is also up to the current Regional Trustees to be stewards and nurture those Area members with this process.

Clarifying that, in saying that we have these areas/skills we need to fill, we are not suggesting that the Board is telling the Regions who to elect. If within the nominees we



achieve those skills that is great. If not, we can do that through the At Large process. That also isn't to say that a position like Webmaster needs to sit on the Board. Pete currently does not, this is just putting the information out to the Fellowship.

Jimmie explained how he sends the Delegates within his Region a monthly GSC Report for them to Review in their monthly Business or Intergroup meetings. He has already been reminding them about the need to start the nominating process in their Areas.

Q: How does someone contact the meetings in their Region that is not a formed Service Structure?

David: We are talking about developing an Area or Region Starter pack to help in this matter. David spoke at the Great Lakes Round Up last year and met someone from Wisconsin and wanted to know how to get organized. David called Jimmie and the Wisconsin contact sent him the email that she wanted to send out and he sent it on her behalf to those that are listed as contacts of those meetings. He can't give her their contact information but he can email them and give them her contact information. Jimmie will gladly help anyone with this.

- Asked the International Delegates if they had questions or saw how this could apply. Brian from the UK felt he could take inspiration as they grow.

International Service Structure - Will H, Committee Chair

- Wil H (MA) reviewed his slides showing the beginnings of the International Workgroup in how this group started and its mission statement. Will also introduced the members of the Committee.
- Creating a Template for the International Structure - the Committee has been tasked with developing the template for a global service structure by 2023.
 - Building locally and growing from there.
 - Feels the best path is for the proposed structures to “grow into” the North American “inverted pyramid” structure.
 - Most of this structure is aspirational but some global fellowships are growing enough to begin working toward the described structure.
- Our discussions revealed
 - Need information to meet their individual group needs first.
 - Groups asked for an FAQ about how to organize locally and serve the group
- Needs identified
 - Finding trusted servants
 - Language/translation is vitally important
 - Legal and cultural issues
 - Sensitivity towards DEI principles and decolonization.
 - Online meetings and managing safety/anonymity



- Importance of H&I and to encourage growth
 - PDF versions of literature that can be brought in to facilities
- Proposed timeframe:
 - Proposed Interim Committee/Work Session before the Conference.
 - Develop structure documents by the end of 2021
 - Will be going over a lot of material at the 2022 Conference for feedback and approval.
 - Presenting a draft structure proposal to the 2023 Conference.
- Questions & Answers followed regarding the role of an International Conference, proposed corporate structure, and discussing the FAQ's from the International Committee
 - FAQs are largely about how to get things up and running, like an H&I Program, banking, electing Trusted Servants, etc.
 - Critical for this growth has been the work that the LAC has done with Translations. That is driving incredibly rapid growth around the world.

Brian (UK): My experience of having CMA in the UK and how we have grown. When we had money we asked should we send it to the North American Conference and you said, “no, keep it and use it to grow your Fellowship.” That is what we have done and the Fellowship has grown exponentially. Now we are seeing that yes, we do need to plug into an International Structure.

Peter (AU): When the Twelve Concepts were read at the beginning of the meeting, it reminded me how much both legally and spiritually the General Service Conference and the Board of Directors have taken ownership of what goes on around the world as far as CMA is concerned. Defining the role of the International Conference will need to be fleshed out. It is really important for us to be able to tap into the “mothership” and the experience from the states so that we don’t have to repeat everything that has been done.

Comment: As each of the International structures forms, it is important to listen to the groups to hear what they want the Trusted Servants to do for them.

Treasurer Report - Tanner W, Board Treasurer

Tanner W (OR, Northwest Region Trustee) will be giving the Financial Report tomorrow in the General Session.

How do we move from our current systems that will allow us to build a structure that will outlive us. How do we move the finance piece of the Board and GSC away from just being a place to create data to a place to create fellowship.

- Ideas about vendors, financial processes, succession planning, etc.
- Difference between data and information



- The data is we sold \$1500 in goods, the information is sales were down X amount because groups were not meeting in person so they were not buying goods.
- Information tells us the why, where and who
- The data is we moved 10000 chips to an offsite facility. The info is we did that to be better prepared for the future.
- Our major vendors are the chip producer (a domestic contact who subcontracts to a Chinese company), two domestic vendors that produce the bronze medallions and the gold plated medallions, and Amazon who produces the books (print on demand).

Shares from the FAC this morning:

- Going to start adding more dialog on the monthly statements to tell more of the story, to explain the statement better.
- Having the Advisory Committees come up with a “Dream List” that could live as a five year plan and be addressed as money becomes available.
- Talking of having a brick and mortar central office. How would we go about doing that? We would have to make a decision to do that? Decide where to do this? Come up with staffing levels, contracts and job responsibilities.
 - Proposed use of a “Vision Committee” to sort out the details (leg work) and come up with the best solution.
 - Would need to ensure that we had non profit status if we left CA.
 - Creating a central office will take a long time. This five year plan proposal would work great for this.

Q: What would the steps be to creating a brick and mortar central office?

Tanner: First would be to make the decision that that is the direction that we wanted to move. As a decentralized organization we would have to make a decision to centralize some of our stuff. Second would be to decide where? Third would be to come up with staffing levels, contracts and procedure manuals.

Comment: One of our sister Fellowships here in the UK recently relocated from London to the Northern Area. They created a Vision Committee of volunteers who took about 18 months to investigate different options like cost, salaries, etc. They brought back different options and the Fellowship voted on it. There are legal and tax implications to consider as well.

Q: Can we get Area to purchase chips and sell them to the meetings in the Area.



Tanner: That is already happening in some Areas. It is an idea that works but needs to happen at that level. Oregon does it and sells the chips at cost minus the shipping. We cannot impose that, we can help them if they decide to.

Q: How would having a brick and mortar impact the Conference? Would it still go to different cities or would it go to where the Central Office is located?

Tanner: To his knowledge, it would not affect the Conference. A central office is a Board decision, the Conference is a General Service Committee decision.

Q: Can you elaborate on best practices for Areas to do, like buying the chips and selling them back? In Atlanta we sell them back but at cost plus shipping.

Walt: The Area is the meetings and therefore they are paying for the shipping already. A lot of it depends on the Area and the resources.

Q: Why should we have a brick and mortar? What problem are you trying to solve?

David: It would ultimately be our fulfillment center. Yvonne currently does it from her home. It could also be a source for our literature. It is primarily for fulfillment.

Tanner: Our chip orders get bigger and bigger. The last order was 93000 chips on two pallets. Getting the logistics for delivery became a lot of work. We also have a PO Box in LA and no one lives there anymore. Dale goes to LA on request and gets the mail, sends it to Tanner and he dispurses as needed.

As the fellowship grows, we are going to need this. Let's prepare for the future. This would not necessarily be a public facing building. Another thing to consider is our archives. Something the International groups might need to be thinking of.

Q: What is the mechanism to start discussing this process?

David: Would start at Exec, take it to the Board, and trickle up from there.

Organization & Structure Committee - Bobby K, Committee Chair

- Shared his slides reviewing the policy and purpose of the Committee.
 - Records retention and management
 - Institutional knowledge
 - Document review and editing: Bylaws, Conference Charter, Policies and Procedures and the Service Manual
 - Archivist
 - Destruction of records
- Composition of the Committee
 - Two or more Executive Committee members (suggested that the Board Secretary and Board CoChair be members)



- Four to Six Board Members
- Advisory Chairs and Secretaries as needed
- CMA members with special skills
- Priorities
 - Nomenclature
 - Google Drive
 - Standardization of Committee Agendas and Minutes
 - Service Manual Update
 - Document Review

The current process of documents is all over the place from the file names, format, storage, etc. This will give us one voice.

- Educational Resources for the Board and GSC
 - Presentation: Live, recorded, drop in a meeting
 - How to use the Google Drive
 - Record Keeping Procedures
- Regular adherence to procedure review
- Chair is in charge of the Google Drive

Review of some of the work done.

- Standardization of the Minutes
 - Committee information listed in a letter head type format
 - Create a document that serves as a template
 - Discussion of the recording of motion discussion and how to record that information. Suggestion of doing a mock motion to demonstrate how to record it.
 - Suggestion of setting the template having bullets preset in the document
 - Final motions marked in bold
- Templates for agendas.

Suggestion of putting the Traditions and Concepts on the Agenda template.

- Nomenclature
 - For example, change NOMCOM to NOM
 - Making them all three letters

Joint Session with Finance

- Shipping - Fees from our online stores.
- BigCommerce is calculating and charging fees inaccurately. (\$50 for \$18 shipping)
- Shipper HQ is an add on to BigCommerce.
 - \$50 per month



- Aggregator of shipping services
- We create accounts with options we want available
- It is customizable
- They partner with domestic partners
- Will start with just a few partners
- Highly customizable
- What shippers do you want to add for International Shipping
 - Brian (UK) was the only International member here and felt that the other Fellowships should give input as well.
 - They would have options for cheaper, slower shipping or higher, quicker shipping.
 - Could we have a supply in the EU to ship out?
 - There are issues with us storing our assets in another country, for sale
 - Looked at it for Australia and there was not a big difference in price.
 - Have we made consideration about having carrier supplies on hand.
 - USPS provides free boxes, UPS there is a cost
 - What about selling on Amazon
 - Our cost margin is razor thin and we would have to raise prices
 - We don't have profit to give up
 - We process five to ten transactions per day
 - Joint motion from Executive and Finance Conference Committees to the Board:
 - **Danny T motions to recommend to the Board that we purchase a subscription for Shipper HQ for \$50 per month, added to our BigCommerce platform. Tanner seconds the motion. Motion passes unanimously (Yvonne recused herself)**
 - Tanner asked Will H if he could get some of the International members to work with him to test what vendors might work best for them.

Mentor Project

- Started the Mentor Project with the 2020 elections
- New Trustees were paired with Trustees with at least two years time.
- We have not measured this process and would like to implement that going forward
 - Feedback form.

Concept Nine: Good service leadership at all levels is indispensable for our future functioning and safety. Primary world service leadership, once exercised by the founders, must necessarily be assumed by the trustees.



We have been talking about shoring up our systems, getting our documents in order, and having mechanisms to sustain the Fellowship. If you don't have the right people in place, none of that can work. We rely on the Area's and Region's to nominate their best leaders and we don't meddle with that outside of our vetting process. We take the Region's recommendations to the Conference.

- At Large Trustee positions
 - There are a total of six positions at one time.
 - We use them to fill skill sets that are required on the Board.
- Positions that require specific skills needed to the Board.
 - Treasurer
 - Webmaster

Not all positions need to be filled by a Board seat. Some positions are paid as stated in Concept Eleven. Fulfillment and the Webmaster are both paid positions.

The Board has made an effort to bring transparency to the filling of these positions. This is the first time that we are bringing this request to the Fellowship and giving everyone the opportunity to have a seat at the table.

- Reminiscent of when we were looking for a lawyer and were looking outside of the Fellowship.

Q: Have we looked at the cost yet for any of these positions from outside?

A: Not as of yet. We are looking within the Fellowship first.

- We do pay market rate for some things, like our lawyers.
- We also have below market positions such as Pete and Yvonne.
- We still have free services like the member who does our taxes. (We are working on paying him, he won't price the services)

Strategic Planning & Open Discussion

- How do we bring all this together to create an organization and systems that will outlive all of us?
 - Intellectual Property Registration and Maintenance
 - Finances
 - Central Office
 - Record keeping, Google Drive organization & standardization of minutes
 - Trustee Nominating and Mentoring Processes
 - International Service Structure
 - Fellowship Resources
 - Literature



- General Service Conference
- Website/IT/Communication
- CMA Store - chips, medallions, posters, etc.
- Resources on Finances, H&I, PI&O, and DEI

Open Discussion:

- Building that five year or ten year plan
 - Make it aspirational to help the Fellowship get behind it.
- Adding workshops to the Conference to educate members about the Committees and how we function. Maybe have the Delegate Meeting and a Service Manual review for the rest, or start on a Wednesday and use that day for educational sessions.
- For the five year: International structure by 2023, International Conference by 2025
- Ask the Fellowship what they expect to see in five to ten years
- What does the Spiritual body want us to do?
 - This could be tasked to the GSC to write
 - Ask the Fellowship what they want in the future
 - Question for the Delegate packet
- Do we want to give space for CM-Anon (like a table at the Conference) to help bring awareness. - Should be an ask to the Conference Committee.
- Step working literature
- Question to the UK.

Q: Does your Fellowship prefer to read “Out of the Fog” over “Crystal Clear”?

A: Didn't think that there was a preference towards either reading. There is so little CMA Literature that we are just excited to have it.

Q: Do you put a preference over our literature over the back half of the Big Book or the NA stories?

A: We really don't push them either way, just want them to read any literature. With Covid our meetings became very international so our Fellowship is hearing shares from the US and are gaining that experience. The UK Fellowship tends to be more aligned with NA than AA.

Q: If there was a step working guide from CMA do you think you would look at that more than the NA Step Working Guide?

Bryan: I think it comes down to identification and hearing your story in the literature.

Adjourned with the Serenity Prayer



Executive Conference Committee

**CMA 2021 General Service Conference
October 14-17, 2021, Dallas, TX**

Purpose of this Committee

- Executive Committee is a standing committee of the Board of Trustees
- Responsible for the overall administration of CMA
- Primarily responsible for matters affecting the corporation of Crystal Meth Anonymous
- Helps ensure CMA's compliance with federal, state, and local laws



Purpose of this Committee

- Custodian of several important documents for the Board and Fellowship of CMA:
 - CMA Conference Charter
 - Manual for CMA World Service
 - The Bylaws of Crystal Meth Anonymous
- Important strategic discussion and work regarding future operation of the annual General Service Conference

Committee Members

- Executive Committee:
 - David S (GA) Board Chair
 - Bobby K (IL) Board Co-chair
 - Jimmie C (NJ) Secretary
 - Tanner W (OR) Treasurer
 - Aaron M (CO) GSC Chair
 - Yvonne W (AZ) Trustee
 - Michael C (NY) Trustee
- Executive Conference Committee:
 - Robert A (CA) Trustee/Conf Cmte Chair
 - Walt W (CO) Structure Cmte
 - Will H (MA) International Cmte Chair
 - Michael Paul H (TX) Host Cmte Chair
 - Melissa R (NE) Delegate
 - Brent J (GA) Delegate
 - Mike L (NV) Delegate
 - Dominic C (DC) Delegate
 - Peter S (AU) International Delegate
 - Michael T (DE) International Delegate
 - Brian SK (UK) International Delegate
 - David R (UK) International Delegate



Intellectual Property Update

- USA:
 - Crystal Meth Anonymous
 - CMA
 - Stylized Logo with and without circle
 - Voices of the Fellowship
- UK and EU
 - Logo + Crystal Meth Anonymous
- China: Denied
- Canada: Denied, pending appeal

Intellectual Property Goals

- Maintain/renew certifications - automated calendar reminders
- Apply for new service marks as CMA develops in other nations
- Improve record keeping of applications, certifications, correspondence with attorneys, etc.
- Monitor for inappropriate use of our IP
- Continue to provide resources to fellowship Re: use of IP



Nominating Committee

- Reviewed the process for Regional Trustee nominations
- Areas should be starting the Area Nomination Process in November and present their nominations to NomCom in January
- Discussion on skill sets that NomCom could be looking for in the next year that could be filled with At Large Trustees
 - Board Treasurer/Finance/Accounting skills
 - IT/Webmaster (does not need to be a Trustee)

Nominating Committee Goals

- Regional, Regional-to-At Large, and External At Large Trustee Nomination processes documents
- Disqualification Statement added to the application
- Recusal process for NomCom committee members who are standing for Trustee
- Exit interviews with outgoing Trustees
- Outlining the August Regional Assembly process
- Service Manual updates



International Service Structure

- Will H gave his presentation on the International Service Structure to Exec Conference Committee
- Goals included developing an International Service Structure template by 2023, as per the motion made at the 2018 General Service Conference
- Discussed needs and issues including trusted servants, language translations, legal and cultural issues, and the importance of H&I
- Draft diagrams of possible international service structures were presented and discussed

International Service Structure

The topic of international currency came up. Walt W stated:

“Service is the International Currency of the CMA Fellowship”



Treasurer Report

- Tanner proposed ideas that we should be developing systems and processes that would be more permanent and outlive any of the individuals serving on the Board
- Discussed vendors and financial processes - examples
 - Moving chips inventory to more than just one location so we would not lose them all in case of catastrophe
 - Developing a 5 year plan "wish list" with items to be secured as monies become available
 - The need, in the long term, for a "brick and mortar" central office for fulfillment, archives, communication and correspondence

Organization & Structure Committee

- New advisory committee to the Executive Committee
- As per our Records Retention Policy, tasked with records retention and management
- This would include
 - Document review (Service Manual, Bylaws, Charter, policies)
 - Google Drive organization
 - Standardization in agendas, minutes, file naming, nomenclature



Organization & Structure Committee

- Purpose would also be to develop and share institutional knowledge with incoming trusted servants
- Create educational resources for Advisory Committee chairs and secretaries, and any trusted servants that utilize the Drive
- Progress so far has included creating a file naming system with standard abbreviations for committees (for file naming purposes) and designing standardized templates for committee agendas and minutes

Joint Session with Finance Committee

- As per the Finance Conference Committee Report, a joint motion from Finance and Executive Committees was presented to the Assembly for the Board to approve purchasing a subscription to ShipperHQ as an add-on to the Big Commerce Platform, to improve and optimize shipping costs of items sold from our online store (chips, medallions, etc.)



Trustee Mentor Project

- This program was started this year to mentor new Trustees
- Each new Trustee was assigned an experienced Trustee
- Mentoring included not only document and procedural review, but frequent conversations before and after Board and GSC meetings to discuss items and situations that occurred on the call in a confidential and spiritual manner
- Informal feedback has indicated success
- Goal for the next year: develop a formal feedback system

Concept Nine

“Good service leadership at all levels is indispensable for our future functioning and safety. Primary world service leadership, once exercised by the founders, must necessarily be assumed by the Trustees”



Concept Nine

- Discussed this spiritual concept concerning leadership as being indispensable for the future of CMA
- As the fellowship grows, there are needs to fill certain trusted servant positions that require significant skill sets and service commitments
- While we seek Regional Trustees with these skill sets, it is clear that recruitment from the wider fellowship may be needed
- Certain positions may require Board status while others may not
- Currently, CMA needs new Board and GSC Treasurers, and Webmaster
- Call out to the Fellowship



Strategic Planning & Open Discussion

- So, how do we bring this all together? How do we plan for the future?
- We discussed IP, Trustee nomination and mentoring processes, financial planning, record keeping and retention, leadership/skill set requirements, and the growth of CMA internationally
- We also discussed the ongoing spiritual needs and resources of the Fellowship of CMA
 - Communication/website, literature, finances, H&I, PI&O, DEI, and the General Service Conference
- As we continue to grow, we should be creating processes, systems, and policies that will ensure the future functioning and safety of Crystal Meth Anonymous that will outlast us all



Thank You!

Questions?

