

2022

General Service Conference of Crystal Meth Anonymous

Report of Conference Activities



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Overview of the Conference

The 2022 General Service Conference of Crystal Meth Anonymous was held October 22-23, 2022 at the DoubleTree Hilton Hotel in downtown San Diego, CA. The Conference was a hybrid in-person/virtual event which enabled members from across the globe to attend and take part in the Conference, allowing a wide range of voices to be heard during the course of the weekend.

On October 21, 2022 the seven Conference Advisory Committees (Communications, Hospitals & Institutions [H&I], Literature, Public Information & Outreach [PI&O], Finance, Executive, and Diversity, Equity, & Inclusion [DEI]) convened to discuss their respective agenda items and prepare their reports to, and proposals for, the Conference Assembly. Their reports and presentations can be found in the Appendix section of this report.

On the first day of the Assembly, in addition to the Conference Advisory Committee reports, there were multiple votes held to fill vacant Regional and At-Large Trustee positions. Prior to the votes being held, each candidate addressed the gathered Assembly to provide a brief history of their service work in the fellowship and to explain why they were seeking the position. On the second day of the Assembly the remaining Conference Advisory Committees presented their reports to the fellowship and the Conference was concluded following a Gratitude Panel.

Conference Minutes

General Service Conference Day One

Assembly Convenes, called to order by Aaron M, GSC Chair, (CO)

The Serenity Prayer led by Scott H, DEI Co-Chair (NC)

The Twelve Traditions were read by Jeff L, Delegate (CO)

The Twelve Concepts were read by Brent J, Delegate (GA)

Conference Procedures were explained by Tanner W, Board Treasurer, (OR)

Q: Bryan M, Delegate (AZ) asked if Tanner would be serving as Parliamentarian. Yes.

Election Runner was launched to determine quorum. Quorum Count: 72



Overview of the Service Structure: Bobby K, Board Co-Chair, OSC Chair (IL) and Yvonne W, At Large Trustee, Fulfillment Coordinator (AZ)

Bobby and Yvonne presented an interactive presentation of our history and our Service Structure.

Question: How often do Regional Assemblies meet?

Answer: As often as they like, through Unity Days, Round-Ups and of course to Nominate and select Regional Trustee Nominees.

Yvonne also talked about the Archives that were present at the Conference including Bill C's chair, past Conference merchandise, a magazine article featuring "our" Bill, and some of our founding documents.

Annual Financial Report: Tanner W, Board Treasurer (OR)

Tanner presented the Annual Financial Report. The fiscal year is from July 1, 2021 through June 30, 2022. We are reminded of Concept Twelve in that "sufficient operating funds and reserve be its prudent financial principle." Meaning that we only do what we can afford, exercising caution when allocating our limited resources.

Highlights from Fiscal Year 2022

There was a dip in revenue in 2019 but we have seen a steady increase since then. As meetings went online, we saw an increase in Seventh Tradition donations and as meetings went back to in-person, this has not changed.

Sales

Merchandise, like our stickers, was the singular income category that increased last year. The chart that Tanner presented showed that, while there was a drop in sales across the board, all merchandise categories have increased in this past year. Literature sales and the release of the new book provided a great boon to our revenue stream.

Expenses

Due to the pandemic, we scaled back our spending in 2021. This year we have offset that and Committees had funds available to them to do some of the work that they were not able to in the previous year.

Balance Sheet

This report reflects a snapshot in time. We have roughly \$180,000 in the bank. We also have about \$28,000 worth of chips stored in two spaces in Arizona, at Yvonne's residence and our storage facility.

P&L



This report tells us the story of the Balance Sheet. An important thing to note here is that when we did the Budget for FY 2022, we anticipated a loss of about (\$30,000) and that we would eat into our cash on hand by a significant amount. But in reality, we finished the year with about \$300 left over.

CMA Contribution by Region Chart

This highly-anticipated chart delineates every Region's Seventh Tradition contributions. In FY 2022, many Regions met or exceeded their budgeted contribution amounts.

James C, H&I Chair (AZ): How do we come up with budget numbers?

Tanner responded that we look at trends, going back up to seven years. We try to account for the worst case scenario when preparing the budget. Other factors are what the Committees are doing, travel, upcoming literature releases, etc.

Book Sales Report

At the request of the Literature Committee (LAC), we will be including a sales report of our book sales. Tanner also provided a Life-to-Date sales report showing copies sold of each book title.

Sober Cell has been put to the hands of countless people. Largely due to the work of Jereme W, Jail Liaison for Hospitals and Institutions (H&I), pushing to get this piece of literature where it needs to be and will be the most useful to the most people.

Should you have any questions, you can reach the Treasurer at treasurer@cmagso.net

Conference Committee Reports

Finance Conference Committee (FAC) Report: Bruce W, Chair, External At Large Candidate (NY)

Bruce provided an overview of the scope of the Committee's work. The Committee deals with our financial policies, matters, and reports. They advise on any acquisition of assets, management, maintenance and protection of assets, Intellectual Property (IP), liabilities and contingent liabilities, and financial filings. They also handle our Accounts Payables and Receivables.

The Committee Officers and members were recognized. Bruce also introduced the incoming Officers of the Committee.

Committee Goals

The goals and objectives of the Committee include building out the CMA IP Realm, cost reduction strategies, assisting the Advisory Committees with budgeting and spending, updating the *What is the Seventh Tradition?* pamphlet, and finding new revenue streams, among other items.

Breakout Topics



During the Committee's breakout session held here at the Conference, they focused on Financial Policies, profit guidelines for pricing, the Chart of Accounts and ways to present clear and consumable information, revenue generation, and planning for the upcoming 2023 FAC Town Hall Meeting.

Finance Policies

Investment guidelines. We do not want to take chances with our Prudent Reserve. We agree that stocks are too risky. The FAC will continue researching interest rates on High Yield Savings and Certificates of Deposit and will make a recommendation to the Board based on that information.

James C (AZ): Is there any evidence that any other fellowships are doing this?

Bruce said he spoke with a representative from Alcoholics Anonymous and they do it themselves.

Capitalization Threshold

This is an accounting method of taking something that is purchased and adding it to our Balance Sheet and paying for it over time (i.e., chips and medallions). It is better accounting for items that last multiple years. Examples are the CMA App, physical buildings, A/V, and other computer equipment. They are recommending to the Board that assets costing more than 5% of the previous fiscal year's expenses lasting three or more years be set as capitalization threshold.

From Zoom: Rue P (NY) sent a link to the General Overview of NA's Investments.

Five Year Capital Plan

Three members of the FAC will be assigned as liaisons to the Vision Workgroup as it looks to build an enduring CMA. We are going to let the Vision Workgroup take the lead on this and be there to support and offer guidance as requested.

Profit Guidelines

The income from groups and sales does not cover all of our expenses like funding Trustee and Advisory Chair Travel. The FAC is working on a standard set of principles that should be used when evaluating the profit for an item. They also realize that some profit margins might exceed these standards when market pricing justifies a higher markup. The FAC's recommendations are a 100% mark up on anything up to \$1, a 50% markup for \$1-\$30 items and a 30% markup on items over \$30.

Chart of Accounts

This is how the FAC communicates the financials to the Fellowship. The FAC wants to make this more understandable for lay members of the fellowship. We now include a narrative into our quarterly and yearly reports to better explain how these reports are generated and what the figures contained within them mean.

Revenue Generation

We don't take in enough money to fully fund Trustee travel and fulfill all of our Committees' needs. The easy solution is adding more merchandise like new coin holders and key chains, greeting cards, pop sockets, banners, leather book covers, and a pamphlet holder redesign. AA makes a ton of money with their translated literature, so translating VOTF into other languages would be ideal along with adding



logoed apparel, fundraising activities like auctions and raffles, and logoed jewelry and ornaments. The FAC is also looking for members with design skills to help with this endeavor.

Zack M (AZ): One of the major things they do in Phoenix to raise funds is their events. I brought this up a few years ago and I would like to make a general motion that we have a convention for the 30th anniversary of Crystal Meth Anonymous and that we create a Committee to make this happen. For roughly \$20,000 dollars, we could make \$50-\$60,000. That could pay for an entire year's worth of expenses for CMA.

Zack was asked to bring this back during New Business.

Town Hall Topics

They have picked two topics for the Town Hall meetings.

- How to continue to collect virtual Seventh Tradition in light of new tax implications on Venmo and PayPal
- Group financial planning beyond prudent reserve.

Fulfillment Coordinator, Yvonne W (AZ); At Large Trustee

Yvonne gave a summary of what is new in the CMA Store. The new Twelve Steps and Twelve Traditions Banners were hanging in the back of the room and were available for sale at the registration table as well as chips and medallions. New in the store, we also now have the Tri-Plate Silver 25-year Medallion as well as the 21 through 25 year bronze medallions. It has been busy moving part of the inventory to a second location for security and writing a contingency plan. John E (AZ) and Moe G (AZ) were both recognized for helping process orders and tracking inventory.

Communications Conference Committee (COM) Report: **Brandon S, Chair (TX)**

Brandon reviewed the purpose of the Committee and introduced the Committee members and introduced the incoming officers and the Committee Liaisons.

Statistics based on Operating Systems

ISO accounted for 43% website hits, Android for 26%, and Mac for 13%. There were a total of 114,127 sessions in the past twelve months. There was a noticeable drop from the year prior which is being attributed to meetings going back to in-person.

Reading Downloads

These stayed pretty close to the same from last year. *Are You a Tweaker?* still has the most downloads at 3581, followed by *The Twelve Steps: A Plan of Action, I Can Stay Sober, What is CMA?*, and *There Is Hope*.

Pamphlet Downloads



Sex in Sobriety was the most downloaded pamphlet at 1,186, followed by *What Is Crystal Meth Anonymous? , To The Newcomer, What Is The Seventh Tradition? , and Sober Toolkit.*

Speaker Recordings

We have 182 speaker recordings as of this year. Last year we were at 41,000 plays, and we are currently at 51,050 plays.

Brandon reviewed the 2022 Committee Goals. They included the CMA App, the launch of the new Service Portal (cmaservice.org), updating crystalmeth.org with DEI Committee input, and partnering with the PI&O Committee to create our new “What is Crystal Meth Anonymous FAQ’s” page, and Speaker Playlists. The Committee is still working on the Pamphlet Redesign and Communication Process and will continue to support the other Advisory Committees.

Pete S (CA), our Webmaster, was recognized for his hard work and dedication to the Fellowship.

Service Portal

You may have noticed we moved our Conference Website to the landing page of the Service Portal. This was done to entice members to sign up on the portal.

Pamphlet Redesign

Involves reorientation of the cover text to fit the standard holder. Eight pamphlets are done. Wiafe M-B, Delegate (NY) has volunteered to complete this project.

Speaker Recordings

The only playlists are our Conference Recordings. We would like to change playlists to topics like jails and institutions, sex, service, and other topics that come up in our stories based on a theme.

Communications Process

This will streamline and formalize the process for Advisory Committees to be able to submit work to the Communications Committee (i.e., updates to a web page, send out a Fellowship email, survey, etc.). The Communications process will show how to submit information to the Committee and the route to completion. This was presented to the Board and there is still some information to refine. Going forward, our Committee Liaisons will be helping the other Advisory Committees work with this new process.

2023 Goals

Brandon reviewed the goals for 2023 being the CMA App, Social Media, Tech Workgroup, Service Portal, Speaker Recordings, and further Advisory Committee Support.

Social Media

Communications will partner with the PI&O Committee on this. The Committee feels like we should have a presence on platforms like Facebook, Instagram, TikTok, etc, where anyone can make an account. We want to get ahead of this and create those accounts now.



Communications will be securing those accounts so they are ready when other Committees are ready to use them.

Tech Workgroup

This year Gina B, Trustee (CA) and Pete S, (CA) took on the task to see how other Fellowships manage their websites and social media platforms. They gave a great report in the breakout session that will be in the Conference Report. They are working to make our website Google-friendly. Our web pages do not populate on Google as they should. They are doing a “test run” with www.cmainla.com and will be doing the same to www.crystalmeth.org. This will give us a much stronger Search Engine presence and make it easier for newcomers to find us. The site will be geared towards the newcomer. You will be seeing a lot of the information geared towards us more towards the bottom of the home page. When a newcomer lands on our site, we want our message to be understandable and conveyed in plain terms.

Service Portal

We will be using this as a Committee to make it better and hope that you will do the same. If you have any suggestions or issues with using the site, please let the Committee know. It has been discussed about who all should be on the site. All of us at this level of service should be using the service portal but the smaller, local groups should also be there, where they can connect to other meetings in their Area or find the information to get involved on an Advisory Committee.

Speaker Recordings Workgroup, James C, Workgroup Lead (AZ)

James thanked John G (CO) for his previous work in this arena. James thanked everyone who had submitted their recordings. Sarah G (CO) is currently the most listened to recording on Soundcloud. We want everyone to record their next story-share. We need your diversity, including non-english speaking stories. Please reach out to james.ca@cmagso.net if you have anyone who is confused about recording their story. We have the Western Canada Conference Speakers, Dallas General Service Conference Speakers, and San Diego General Service Conference Speakers all in the pipeline. We also have a Recording Approval Workgroup, so if you would like to get involved and help approving the stories, please use the email above and join the group.

Committee Support The Committee wants to be there to serve all of the Advisory Committees’ needs.

Calls to the Fellowship

Speaker Recordings in ALL languages.

Meeting Listings if you have a meeting listed on the website, please go and check it and make sure that the information is correct. There are a lot that are not, some that have gone dark, and some that are in person but are still listed as online or hybrid.

Tech Workgroup is looking for people who want to help with this project. Please contact Gina.B@cmagso.net for more information.



Questions/Comments:

Sarah G, H&I Co-Chair (CO): With H&I, have asked in the past for access to the Delegate contact list for the sole purpose of making contact. We would like to connect requests with local members within 24 hours. We would like this access for the sole purpose of connection. Is there a way we can make this happen?

Brandon stated that the goal for the Service Portal is for that to be that resource for the Fellowship and that this is another reason why we are pushing for everyone to register on the Portal.

Bryan M, Delegate (AZ): When are we going to have an available, functioning app?

Bruce W responded that the next presentation will answer that.

Kristen C (NE) from Zoom: offered to translate in ASL if anyone needed it.

App Presentation - Dale G, App Development Workgroup Lead (CA)

Dale reported that we have an app ready for testing. Our developer has uploaded the app to Amazon Services and is ready to go. We had hoped it would be ready to go this weekend for testing but there were still some glitches that needed to be worked out. This will not be a free app so we don't have to collect your personal information like other free apps do.

Dale gave a video tour of the new app. The app will have a sobriety counter, daily readings, saved/favorite meetings, and the next meetings available on the home screen. The meeting screen will be your meeting search and listings will be attached to your phone's GPS system, a page dedicated to our Soundcloud recordings and a resource page with all of our readings, meeting formats and pamphlets. There are also links to the Helpline, CMA Store and CMA website and our Seventh Tradition donations page. Our premium level will include our "Circles" feature. This is a chat feature for us to use and create our own chat groups.

We are looking for testers. Please reach out to Dale.G@cmagso.net. We have a small group of testers on Apple, next is Android and then move into special regions like International.

Questions/Comments:

Dominic C, Delegate (DC): this is fantastic, when it is ready to launch, it may be great to have a downloadable video for the non-tech savvy members.

Dale said there will be a tutorial

Odene T, Trustee Nominee (AB): Can the button for "Make a Contribution" also be used to make a group contribution?

Dale replied that it will take you to the CMA website to the individual donation page, but that you can page back to the group contribution page. In testing, we would want to know if that is confusing and it may be that we need to make that a two button feature.

Bryan M, (AZ): what is the timeline for testing?



Dale stated that we are about to start internal testing that will go on for a few weeks then we will open it up for larger scale testing. Once that is complete, we will be able to roll the app out.

Brenda B-S, Delegate (MN): How much is this going to cost?

App Pricing

Bruce W (NY) reviewed the pricing for the app. It will be free to download initially, with full functionality for 30-days. After 30-days, you will have to pay an annual fee of \$4.99 for functionality. The Premium Plan, where members can create and manage Circles, will cost \$12.00 annually. Payment will process through your device's respective "store".

Questions/Comments:

David T, Delegate (OR): Will we be able to gift subscriptions of the app to others?

Dale responded that is something we are looking at for Phase II.

Literature Conference Committee (LAC) Report: Freddy D, Chair (CA)

Freddy introduced the LAC Co-Chair Ross H (NY), who presented with him, and the rest of the Committee members and the Delegates who attended the breakout session.

There was a review of the Literature available now. These items included *Crystal Clear Stories of Hope*, *Crystal Clear: Historias De Esperanza*, *Voices of the Fellowship: Our Recovery*, and *Voices of the Fellowship: A Sober Cell: From the Inside Looking Out*. A special thank you was given to the H&I Committee for their assistance with getting *A Sober Cell: From the Inside Looking Out* completed.

Literature in progress:

VOTF: Daily Meditation: Dale and Ross head up this group. This is being written by the Fellowship, not just the LAC. They have about 340 submissions so far. They have had a weekly writing workshop in NY and will have an LAC writing retreat coming up in Denver. The LAC still needs your submissions. You don't have to be a great writer, the LAC will "polish" your work where needed. Submissions can be made on the website. The Committee will accept a recorded voice submission as well. Ross also reviewed the layout and way that the LAC will be presenting the meditations.

VOTF: Our Families: They have about ten stories in the queue for this project, but would like five more. For these smaller booklets, they are looking for around 15 stories each, depending on the material received. They are creating booklets to get more topic-focused literature out to the Fellowship in a shorter time frame.

VOTF: Sex and Sobriety: The Committee has about five submissions for this booklet, so they ask that people keep writing their stories.



VOTF: On Mental Health: The workgroup on this should be started by the end of this year or early 2023. They currently have about five submissions on this as well.

VOTF: A Step at a Time: This would be a book of stories highlighting our experience through the Twelve Steps.

Poetry and Art: Is a planned table-top book showcasing recovery related artwork and poetry from the fellowship. While they were working on *VOTF: Our Recovery*, they had about seven poems submitted. It was decided to hold them from the book and recirculated into this project.

Prison and Legal Issues: Will feature stories of recovery relating to these issues. The workgroup already has five submissions on this. The Committee is looking for more stories about how you faced prison and legal challenges and how they relate to CMA.

Service of the Heart: Newest project. This booklet will contain stories of members' experience in service of CMA.

Future Projects: (*Not yet started*) Audio Books, History of CMA, What We Do To Stay Sober, Sobriety: 10 Years and Beyond, New Beginnings (returning from a relapse), Sponsorship, Women, Aging in Recovery.

Freddy encourages your Areas to write. Areas have produced some of our current material in print. New York City wrote the first book; *Expressions of Hope* (which, in some respects, is Conference Approved but is distributed through the New York Fellowship) and London wrote *Out of the Fog*.

Ross talked about how New York City is currently working on a Twelve Step Guide written for Tweakers, by Tweakers. This started during the pandemic. Mark L wrote the original manuscript. It was first reviewed by five old timers in CMA for initial comments. The second review/edit was completed by a diverse group of fellows (about 18-20 members). The third review was done through a meeting over Zoom that had an average attendance of 10-15 members. A fourth review was done by about 10 members. It is downloadable at www.nycma.org. NYCMA wants your feedback. It has been downloaded about 150 times. This is not to replace any other step work material, this is an alternative. Submit your feedback to ross.h@cmagso.net or literature@nycma.org. On page five of the manuscript there is a link to a feedback form you can complete on each section. NYCMA hopes to publish this as soon as it is ready and approved by the NYC Intergroup.

CMA Pamphlets

Freddy reviewed the pamphlets that are currently available on the website. He mentioned that the *Sex in Sobriety* pamphlet was interim-approved two years ago, but the Committee wants to hear your thoughts about it.

Future Pamphlets

Diversity, Equity, Inclusion (a collaboration with DEI), Women, Returning From A Relapse, For Family Members, Sober and in Isolated Areas Without Meetings (to help members connect with the virtual community).



Freddy reviewed the “Read Our Stories” blog on the website. Some of the stories have been published, some are new. They have also been rotating some of the completed meditations from that project on the blog as well.

Language Translations

Aaron M (CO) heads this Workgroup. German, Spanish, Russian and French are available. Coming soon are Farsi, Arabic and Dutch. Future projects that we need your assistance with are Polish, Tagalog, Turkish and Portuguese and Nepalese. We do have a company that back-translates our work, and understands “recovery language,” as a way to double check ourselves. If you can help, please reach out to Aaron.M@cmagso.net.

Ideas from the Breakout

New VOTF ideas included “Newcomer Experiences, Coping with Crisis, Our Relationships, International Experiences, Life On Life’s Terms (aka Challenges in Recovery). Other ideas included a bi-monthly newsletter with information from the Fellowship, How to Start a Meeting, Saying Connected While Traveling and Re-entry Into Society (a collaboration with H&I).

In the Committee Breakout, they had a meditation work session and wrote three new meditations.

Two-Year Goals

The Committee is happy to report that they have achieved most of their goals from the last two years and have established additional goals moving forward. Their main goal is to continue to meet monthly to continue the work they do.

Freddy closed his presentation by introducing the new officers and reviewing their meeting times.

Questions/Comments:

Zack M (AZ): I think it is about time that we had a long form of the Traditions and Concepts and what they mean to us. This would be something that will benefit the entire Fellowship and give everyone a better understanding of what happens here.

Keith F, At Large Candidate (CA): What is the LAC’s opinion of other groups, like NYCMA, creating literature? When London did theirs, they asked permission and pointers.

Freddy: We think it is great and welcome it. Areas don’t need permission to produce their own literature.

Jereme W (PA): The PA Area has very strong thoughts on the *Sex in Sobriety* pamphlet. Right now it is a one-size-fits-all pamphlet and since the last Conference, we now have a DEI Committee. They would love to see several versions of that over the current presentation. They have trans folx, former sex workers, straight people, people of color in their fellowship, etc., and feel that what it currently is does not represent the Pennsylvania Fellowship. It is really good information and a great start, but would love to see it expanded.



Sam W, Delegate (NE): how are the audiobooks going to be created and made available? She has ADHD and sometimes hearing the story is easier than reading the same sentence over and over to understand it.

Freddy: Right now, it is an idea that was presented to us. The person who suggested it is not available to work on it anymore. There has been similar interest in providing books in braille.

Olivia H, Delegate (OR): the biggest feedback they got on the pamphlets are that they are a little wordy and some might not have the attention span to make it through the pamphlet in a meeting and that maybe they could create a condensed version of them.

Cameron M, Delegate (HI): their Fellowship is filled with diversity. They figure about 80% of membership being people of color, 40% women, 10% trans and maybe 20% black and they have committed to sending in stories, so thank you for that commitment. One of the things that their other Delegate, Amber said was “What about Filacono?” (the main language for Hawaii) They are very excited about Tagalog because that is the biggest Filipino language nationally. Please consider putting Filacono on your list. If you do, he has someone who is willing to do the translation and his sponsee said if you do, he will also do Tagalog as well.

Aaron: Just as a note, we don’t make that decision. This is something that if someone has a passion for, they can just do it and submit it. Aaron was in NYC and talking to someone who said they could speak Russian. He told them if they wanted to help out and do it, and gave him his email address. Three weeks later, he had the Literature Suite in his inbox. The ones on our list are where we know there is a need because of our international meetings, but if you have the skill, please, just do them and submit them.

James C (AZ): just wanted to say, if you are having a hard time getting started, start a private Zoom and turn on the transcription feature. When you are done, download it and you have most of it done already.

***** LUNCH *****

Assembly Reconvened and Election Runner was launched to determine Quorum:

Quorum Count 60

Literature Conference Committee (LAC) Report: (continued)

Arron M opened the floor for any further feedback on *Sex and Sobriety*

Russel G, Delegate (NC): the feedback he got was that the pamphlet is excellent, but it was very dense. That it could be broken into a series of pamphlets as opposed to one solid pamphlet. It could be lighter and could get into more detail on some of those issues. *Sex and Sobriety* is a big deal in our Area and they talk about it a lot.



Brent J, (GA): they talked to about 70% of their Fellowship and about 80% of our Fellowship would approve it. Those opposed to it were based off of the density of the pamphlet and feel that it should be a tool that is available and recommended to help members work with their sponsees.

Zack M, (AZ): reminded the Assembly that when this was first brought to the Conference, it was suggested that this not be a pamphlet but become a book of stories because the pamphlet really has no business being brought forth by us, but a book of short stories is relatable. He thinks the pamphlet is great but he sticks to the opinion that it is not something we should have an opinion on and that it should have been a book of short stories as suggested for years. He did not know how we moved past that and thought that it was ok not to take the information from our predecessors, but it was something that he just wanted to bring forward.

Aaron M (CO): the challenge that the LAC faced was a lack of participation at that time. We did not have enough stories to get to a booklet so they moved forward with the pamphlet. We are also in the process of working on a *Sex in Sobriety* booklet, much like *Sober Cell* is, as we are getting more stories relating to sex.

International Committee and International Delegate Reports: Will H, Chair (MA)

Will started by taking a moment to introduce and hear from the International Members on Zoom.

Ashley C, Area Chair (UK): Was not planning on being here today so had nothing prepared but did mention that the UK Fellowship is concerned about the price of chips going up and how it is impacting the International Fellowships. They are now a pound and some pence. Other than that, the UK now has 21 meetings which is a lot being how that are all in London and the surrounding areas. Events are starting again and people are coming back into service. We would love for some people to jump onto the online meetings to share service experience and sobriety time, because this is such a young Fellowship.

Tom W , Delegate (UK): We have about a 50/50 split between online and in person meetings. The Fellowship will be 10 years old this coming April. General Service is something that we are slowly building up to. Being here for the first time, I am seeing a totally different dimension to service. We are catching up but there are a lot of things we can learn but also areas where we can contribute, maybe in collaboration with the Helpline in covering some of the “off” hours.

Clinton C, International Committee Secretary, International Delegate (South Africa): CMA in South Africa is 18 months old and had its first online go live in May, 2021. In January 2022 we started our Saturday online meeting out of Johannesburg that has a Global following with membership of about 30 people. In September, 2022 we started our first in person meeting in Cape Town. Our meetings are doing well and we have a healthy Seventh Tradition and our key service positions are filled. What we have found is that our in person meeting is attracting an overwhelming need for help from addicts who fall out of the reach of online meetings. They are from very vulnerable areas and have people coming and asking us for help. We are trying to



establish a more robust H&I program to spread the message and help to the addicts and families who are in desperate need of help.

Thomas W, Delegate (Australia): We currently have 14 meetings, they are all back to being in person. We are struggling with Seventh Tradition because people don't carry cash, so the Area has asked me to ask for guidance in that area.

Brianna S, Delegate (AB): Our Fellowship has really started to do well this past year. Our attendance has increased and we have successfully returned to in person meetings. We have seven meetings a week, five are hybrid and the two are in person only. We have been doing more H&I Panels and feel that is what is helping the Fellowship grow. We could use some help with getting people involved in service at this level and getting people to be more interested at this level of service.

Will reviewed the history of the International Committee. How the Committee started with a motion from Peter S (Australia) at the 2018 Conference to establish a World Service Structure by the 2023 General Service Conference. The Mission Statement of the Committee and guiding principles were reviewed as well.

Global Fellowship

The current Global Fellowship (with meetings that we are aware of) include Australia, Brazil, Canada, France, Iran, South Africa, Spain, Switzerland, The Netherlands, Russia, and the United Kingdom. We have had sporadic communications hinting at meetings beginning or existing in Nepal, The Philippines, and Thailand. Will stated how spectacular this growth is. It is incredible to think about when there were meetings in one city in the United States.

Will introduced the Committee members. The Committee has had sporadic participation from Nepal and New Zealand at various times as well as Switzerland and Iran.

The **Template for International Structure** was reviewed. The Committee has been tasked by this Conference to have this complete by 2023. The structure is being organized on a NSP model (Nation, State, Province) but allows room for structures organized on the basis of linguistic or cultural affiliations, which may cross political boundaries. The Committee worked through various options but feels the best path forward is to propose structures "to grow into" modeled after the North American Conference's "inverted pyramid" structure. Much of this structure is aspirational, though some of the global fellowships are growing enough to begin to work towards the described in the Service Manual.

The Committee found the response from the global fellowship was that they need information about how to meet their individual group needs first, they seek shared experience about supporting and creating local structures for the top of the pyramid.



These discussions lead to the Committee developing an FAQ, first by identifying areas of need and then by adapting available resources. The FAQ that was sent out in the Delegate Packet deals with questions like, “How do we start a meeting?”, “How do we open a bank account?”, “How do we get started with H&I work?” and “Can we send delegates to the General Service Conference?” The Committee would love the Advisory Committees to look at that FAQ and please answer the questions that pertain to you.

The following are what we consider some of the major needs that were identified.

- ***Finding trusted servants*** is always a problem everywhere.
- ***Language/translations*** is vitally important and the work that the LAC has done in this area has definitely helped the Fellowship grow globally.
- ***Legal and cultural issues*** and how in some countries it is not safe for members to gather, where addiction is treated like a criminal issue and not a health issue. When we spoke with the member from Iran, he expressed that they felt safe in gathering but they had challenges because of the internet there so when the pandemic shut meetings down, that became a challenge to stay connected.
- ***DEI principles and decolonization*** are something we need to be very conscious of as they work. They have to be aware of our assumptions or customs that may be western-centric and realize that some areas may not be comfortable working in the same hierarchy that we are used to.
- ***Online meetings and managing safety and anonymity*** have been a huge boon to our international work bringing greater global interconnection due to the pandemic transforming CMA service.
- ***H&I*** has been of critical importance and finding ways to encourage growth in that area are essential. We found that PDF versions of literature are uniquely suited to H&I security needs.

Some of the challenges the Committee has found is that the members of the International Committee are generally the same people doing much of the service work in their countries and groups. The capacity to take on additional service tasks is understandably limited. A goal was set when we formed this Committee that leadership should come from around the world. Much of our Committee is composed of people from the US and Canada but that has been expanding over time. Will gave recognition to Clinton C from South Africa who stepped up as Secretary and has been doing a great job. Meeting on Zoom means that members have to join at very early or late hours.

Will reviewed the proposed time frame for the completion of this work and the Committee is on track to meet its goals. The Committee plans to present a draft structure proposal at the 2023 General Service Conference.

The International Committee is actively seeking new members, particularly in filling the role of Co-Chair, as Will’s term as Chair will end in 2023. As stated previously, most of the global



members are carrying a lot of service in their home countries and have less time to devote to service roles on the Committee.

Will read a passage from the AA Big Book that resonates in the work of this Committee.

“To watch people recover, to see them help others, to watch loneliness vanish, to see a fellowship grow up about you, to have a host of friends - this is an experience you must not miss.” *from Alcoholics Anonymous, Chapter Seven, “Working with Others”*

Will reflected on the fact that this is the second time he has been able to witness this happen, as he was there as CMA grew here in the United States and Canada, and has watched a fellowship grow up around him. It has been one of the most moving and rewarding experiences in his life and getting to be a part of it a second time, watching the global fellowship grow around the world has been an honor. We, as a Fellowship, are carrying the message and saving lives on a global basis and that is truly astonishing given where we were in Los Angeles with a couple of meetings, which is when he joined this fellowship.

Will reviewed the **CMA Structure** in its current phase, showing our “upside down pyramid” structure and how the international fellowship attends our General Service Conference. The next slide showed what is being called the **CMA Structure Transitional Phase** with the possible forming of the European Intergroup, the Australian Annual General Service Meeting and a South African Assembly.

The Proposed **CMA Structure, Secondary Phase:** showed Europe and Australasia having similar structures to our own, but allowing for Linguistic and General Assemblies. It also showed European and Australian Conferences. The Conference Charter does leave space for these to be created and allows for them to send delegates to each other's Conferences. One thing that came up recently is whether we would open our Board up to the International Fellowship and if that would be in addition to them having their own Boards. There would need to be Local Boards regionally because they deal with law, taxation, interphasing with government entities and legal matters. Those situations are very different based on the country. There is the possibility of creating something new. There are open questions that we want the Conference to think about and those are if Trustees are going to come from Assemblies from around the world? Will other Conferences cross-link Trustees to their Board?

The final slide shown was the **Proposed CMA Structure Mature Phase:** this slide displayed all of the various service structures fully grown as well as the eventual CMA World Conference. The Committee sees the World Conference happening every five years and, most likely starting as a virtual Conference. Does the World Conference do the kind of work that this Conference does or does it become more of a “clearing house” and information sharing resource, like a hybrid between a Conference and a Convention. This is relevant because the Charter states that the Intellectual Property of CMA will be held by the North American Fellowship, because that is a legal function of the Fellowship. For example, trademark and copyright is specific to



every country around the world. One thing we could see in the future is that the service marks could be licensed to local printing entities around the world at a lower cost.

Some issues the Committee really needs feedback from the Board and members of the Conference and individual members of the fellowship around the world are:

- Does the current CMA Board of Trustees expand to include Trustees from each Continental Conference?
- Or, Does each Continental Conference create their own independent Board? Or perhaps both?
- Does the CMA World Conference grow to be a service body engaged in active work on behalf of the global fellowship, or is it primarily a resource for information sharing, etc.?

Will closed by expressing gratitude for Trish M, who was a founding member of the International Committee and served as the Secretary up until her passing. She was a firecracker for service and an integral part of this Committee. We miss her very much, but her spirit lives on in the work we do.

Questions/Comments:

Amber M, Delegate (HI) asked Will to repeat the comment he made about his visit to Hawaii.

Will: I was using my trip as an example that there are meetings in other parts of the world that are in other languages other than English and how we need to accommodate for that in our service structure.

Eric M, Vice-Chair, PA Area (CA) wanted to clarify the exchange rate on the amount that Ashley mentioned. It would be about 2 ½ times more than it cost us here in the US.

Will noted that the FAC was working on getting a better shipping method established which will help on the cost of the chips and medallions.

Dale G, (CA) stated he is so grateful for the work you do and to this Committee. Referring to the proposed Service Structure, he thought we need to be careful moving forward that we are not instilling our values on other people who come here. If members from the international community came to serve on this Board, it would be very heavily weighted in our favor. Letting these countries have the autonomy to go through the struggles we did in developing a Board, having people rise up in service and take care of the problems in their areas. We can still help guide them, but not absorb them.

Will thanked Dale as he was an early lead on this Committee. Will stated he was surprised how many members of the Committee said how they wanted to join our existing Board.



Ashley C (UK): the presentation is great and growing. The service structure is great. She wanted to make the point that it might not happen smoothly and to have patience as the groups grow.

Joe A, Delegate (MN): at one of our meetings, they decided to not give chips to the newcomers because of the amount they were giving out and the cost.

Aaron M (CO): stated that in the Colorado Area, their H&I funds were going to chips and being depleted. They spent \$1 on the Little Big Book and gave that to them because it was putting a solution in their hands and was a better way to spend their money. They then started to make their bookmarks and they served as a chip. Will added that their meeting locally gives out chips at one meeting a month.

Tanner W (OR): Referring to the FAQ, said that he could supply a list of considerations about starting a meeting. It might need some massaging to adapt it to the locations. We covered “how to open a bank account?” in our FAC town hall, citing some differences in other countries. He asked if these needs are still outstanding or have they been answered?

Will stated that these came organically during our conversations. A lot of the resources that we have here may not be trickling out to the world and we may need to work on pushing those resources out.

Tanner said he would make sure that this gets addressed at the FAC and that he would be sending Will his list of considerations to see if it is helpful.

Ashley C (UK): regarding the bookmarks and International Copyright laws, asked if this was something they could create and distribute in the UK or would they have to get that from the US.

Aaron M: The CMA logo is available for any CMA Fellowship who wants to use it. There are some restrictions around how it is used but that he would share that with them.

Will closed with how incredible it is having people from all over the world come on their calls and share with them. Pretty much everyone on the call was in tears with the member for Iran joined with his translator. He said one thing that is amazing, but not surprising is that it is the same disease and tweakers are tweakers no matter where in the world we are and no matter where we are, we have the same enthusiasm for recovery once we find it.

Sarah G (CO) mentioned that H&I will speak about the bookmarks tomorrow, they have been created.



Tim P, Trustee (GA): regarding the Australian Seventh Tradition suggested that using apps like Cash App or Venmo to do Seventh Tradition would be helpful.

Victor M, (TX) stated how there are many Spanish speaking meetings in the US and he takes part in many of them. As a cross-section of the Fellowship, they have been talking just to make sure that they are not crossing each other's meetings and such, comparing it to what was said about linguistics. That connection has been so beneficial.

Will talked about looking forward, when they had the member from Iran join with a translator it was manageable, but with much larger meetings with maybe 10 or 12 languages, that will be a challenge, but one we will have to grow into. One thing he learned from talking with the folks at NA was that they use a commercial translation service and that is why they have their International Conference in the same location every five years. It also raised the question about not dominating the conversation in English. So far, all of our members have been from parts of the world where English is spoken as a second language.

Will noticed that Willie S from South Africa had joined the Zoom Room during the presentation and wanted to give him the opportunity to address the Assembly.

Willie S, International Delegate (South Africa): Clinton has already given you our report but I brought up a couple of things in the Executive Breakout yesterday. Shipping is an issue to get into South Africa. We had to register through the UK to be able to access Amazon last year and he has a family member who lives in the US and is bringing their chip order on her next visit to South Africa. At their in person meeting today, they had two members from one of the poorer outlying areas that have greater difficulty getting there. These are not the safest areas for them to go into either. Willie mentioned that the fellowship is small currently but he feels it will grow quickly as there is such a widespread need for recovery there.

Diversity, Equity, and Inclusion Conference (DEI) Committee Report: Michael C, Chair, At Large Trustee (NY)

Michael C, introduced Scott H, CoChair (NC) and Carl B, Secretary, Trustee (ON) as well as the Advisory Committee Breakout attendees and the Committee Members. Michael pointed out how the Committee has a diverse cross-section of folk at their monthly meetings.

In the breakout session, after introductions and checking in, the Committee moved into individual workgroups to work on the projects they are working on.

Michael reviewed the Committee's Mission Statement, to engage the fellowship widely on issues related to Diversity, Equity, Inclusion and Belonging, along with the Breakout Agenda. The Agenda included their Community Agreements, framing DEI and recovery, reviewing the



2021 DEI Report, 2022 Committee accomplishments, working on the DEI Group Inventory, issues at the group level and brainstorming for the 2023 Committee priorities.

What is DEI?

Michael reviewed the definitions of diversity, equity and inclusion. Diversity is everywhere, it is a passive thing, it just is. Equity and Inclusion are active. Equity ensures that those who need the most get the most. It is focusing energy and attention to ensure that everyone has the same access. Inclusion essentially ensures that everyone in the space has the resources they need to participate in the space.

Why DEI is important in recovery?

DEI is inherent to the Twelve Steps and Twelve Traditions. It has to do with unity and Higher Power. The framers of our program realized that someday, people would come in with different concepts of God and that there would be enough people that they would need a strong focus on unity. DEI is built into the program, just like the principles. As a community, our character defects of racism, sexism, homophobia, transphobia and ableism need to be worked on. Doing DEI work is the opposite action of the character defects at the group level.

Review of the 2021 DEI Report

The Committee reviewed the history of DEI in the Fellowship. How they prepared for complexity and discomfort, the Illinois motion and the eventual forming of the Committee. They covered DEI and the Traditions, what is an inside issue and what is an outside issue and reviewed their two- and three-year goals.

2022 Accomplishments

Inclusivity Statements

These should be available on the website by the end of the year. These are inclusivity statements that have been shared with us by local groups from around the country. We are not telling people what to say or how to deliver your message. When people reach out to us, we are providing examples of what is already being used by other groups. There are about 15 of them.

DEI Advisory Tab

This is on the crystalmeth.org website. The Committee's Mission Statement is there along with any information that has been compiled and made available to the fellowship. A variety of PowerPoint slide presentations for workshops are also available in the DEI Tab for groups to use with their local groups.

DEI Group Inventory

Many groups are curious about how to address DEI in meetings that already exist. These will be published to use as a tool. It isn't going to do the work for you, but a guide for you to get



people thinking about it. It will help you find ways to make your groups more inclusive. This document will hopefully be ready by the end of the year.

Issues at the Group Level

The Committee took time to check in with each other about what issues they are dealing with locally. They are listing these here to make you aware of how people are thinking about DEI in your meetings. DEI is the group's responsibility to figure out how you are fulfilling your primary purpose at the group level. As your local groups are dealing with any of these issues, the Committee is here as support.

Here is what people are saying:

- “Speed was our master” is problematic
- Other Fellowships in my community are more diverse. DEI is a CMA problem
- Need for identity based meetings
- Awareness of problem, but a lack of action/work
- Lack of straight/trans folx
- Lack of service willingness
- Resistance to parents with children
- CMA has OPEN culture regarding other substances, but not everyone knows it
- All the straight folx left. They also had the most “time” in recovery
- Straight folx do not feel they belong
- No Black folx in meetings
- The liveliness of CMA isn’t always helpful and welcoming
- Life situations of some newcomers can be destructive to the group's recovery
- How do we welcome folx with mess or different lives and fulfill the needs of others
- Homophobia vs. accepting straight culture
- Explicit sexual language in spaces with different sexual orientations.
- Classism
- Need to talk about issues that are complex and have no obvious solution
- Hard to be all this to all cultures
- Policing behavior is not a solution

Two-Year Goals

Michael reviewed the 2022 goals and how the Committee prioritized them and The Group Inventory, Inclusivity Statements and Website content will all be completed by the year's end.

In looking at the balance of the 2022 goals list, they reassessed and reorganized their open projects to write their 2023 Goals. They are:

- DEI pamphlet (DEI Glossary) (to integrate DEI into meetings)
- To start an identity based meetings toolkit
- Develop a guide for addressing accessibility and ableism

They also identified some areas for cross-committee collaborations



- Committee Liaisons
- Gender neutral edits to literature (with the LAC)

Questions/Comments:

Jereme W , Delegate/Trustee Nominee (PA) said he identifies as a Veteran with bi-lateral hearing loss and has asked multiple people and sent multiple emails asking for closed captioning. His homegroup does it well, but he came to an event like this and every room you go into you have to ask for it. He asks that leadership do a better job of making sure the closed captioning is turned on. He also asked for an easy, anonymous way for people to identify their needs without identifying themselves based on the embarrassment that some feel in this area. He thanked Michael and the Committee for the work that they are doing.

Bryan M, Delegate (AZ) applauded the work that has been done by the Committee. He would like to “recommend that the DEI Committee change their name to the Unity in Action Committee. Using titles that are from the business world and political world gives the impression that this Committee's purpose is an outside issue. The language adopted is a hindrance to our and perhaps other Areas’ ability to get our groups to embrace this Committee. However, the role of this Committee is more in line with that of the Third Tradition. Reframing the language used has been successful in getting our Area to embrace the content, support and information that the DEI Committee has provided. The Third Tradition itself, is an inclusivity statement and the language used in the Twelve and Twelve in that chapter reflects the exact purpose of DEI. In the presentation, it is apparent that the framing of the Committee reflects this. It is our belief that renaming the Committee will align with this purpose and continued care of the language used will break down difficulties in its application.

Bryan M, Delegate (AZ) made a motion that the DEI Committee be renamed the “Unity in Action Committee.” Jereme W (PA) seconded the motion.

Aaron M, GSC Chair explained that we would need a motion to depart from the agenda in order to discuss this motion.

Drew D, Delegate (GA) made a motion to depart from the agenda, seconded by James C (AZ)

The floor was then open for discussion on departing from the agenda.

Scott H, (SC) stated he would like to finish listening to the feedback from the Conference before moving into a motion like this. There were people who wanted to make comments that are lined up with feedback from their fellowships and felt strongly that, at that moment, this was not the time to do this. He asked that this motion be tabled and brought back up later in the Conference.



Dale G (CA) stated that it was obvious to see this topic needed to be discussed and that it probably needs more time than we can give in one day, let alone in one vote in the next 20 minutes. He felt it was a wonderful idea and could be brought to DEI and the GSC to be discussed over the next few months. Though he did appreciate the desire, he reminded the floor that we have so much work to do and that perhaps, that was not the moment.

Drew D (GA) asked if not now, when? Is this not the optimum body to vote on this matter. We have already had one motion to vote moved to a later time that has not been specified, asking if things are being pushed to the side and not giving them the attention or is the formation of this body vote on behalf of their groups.

James C (AZ) stated how this is an extremely important topic and felt we needed to talk about the elephant in the room. With the DEI language comes fear. That a lot of their fellowship is afraid to talk about this for fear of a lack of knowledge about how to talk about it and that is hindering the Committee's progress. He felt it needed to be talked about where people can be open and honest so that we can all get on the same page in unity towards the ultimate goal. He felt that if this was pushed off for months with side conversations, the body here does not get to truly and equally reflect on that. He felt that every Delegate should be able to express their opinion so that it could be taken into consideration on the GSC calls. James feels like sometimes we neglect to include the body on what happens on the GSC calls. He felt we could all agree this is a difficult conversation, however we all want to get there and succeed and maybe part of that inclusion is the wording, so he was strongly in favor of pausing the agenda and not rushing through and tackling this vote head on so that we can move forward in unity and accomplish the goal, where everyone is included.

Bryan M (AZ) stated that it took him three years to figure out how to depart from the agenda and the difficulty in doing that. That the mechanism of what that looks like is based off of the two years of trying to talk to his Area about this. They gave the Committee feedback and that took them a year to get and give to the Committee for them to use in their next year. But this is coming from our Area and this is the time he was able to do it. He won't have another opportunity to be a part of this body and make a motion.

Tanner W, Parliamentarian (OR) made a *Point of Order*. He had just discovered that departing from the agenda, according to Robert's, Rules is not debatable. He stated that we moved a little quickly on this as it is the only time this has happened in recent history and that the motion should have gone directly to a vote.

Election runner was launched to vote on the motion. Aaron M reminded the Assembly that a yes vote would mean that you are voting in favor of the motion to depart from the agenda, a no



vote would mean we stick to the agenda. David S clarified that the vote would need a $\frac{2}{3}$ majority to depart from the agenda.

VOTE: On the motion to depart from the Agenda, the motion did not pass. Nay 33, Yes 23, Abstain 1

Aaron M was questioned from the floor as to what happens to the motion now. He stated that it would be on the GSC Agenda in November.

David S (GA) stated that this is an important motion and question. That it had been brought up here because this is the General Service Conference and the voice of the fellowship. He felt that this needed to be brought to the fellowship and that we never make a mistake by going too slowly. When we make decisions in haste is when we find ourselves in trouble. He felt this needed to go to the General Service Committee and the DEI Committee for further discussion and to get it on the agenda for the next Conference so that we can have an informed, fully considered opinion on the entire topic.

Carl B (ON) suggested that if there are any types of situations like this that members join the DEI Committee. That is the correct place to come and discuss these issues. That the uncomfortable nature of it all is why they are doing this work. It is uncomfortable work, however, if you come and get understanding it will help the process, so please come to the DEI Committee meetings.

Questions/Comments (contd.):

Freddy D (CA) wanted to personally thank the DEI Committee for the work they have done. He has watched this Committee since it was just an idea, to become a Committee and has watched them work extremely carefully with the work that they have done, their studies, their presentations and that is done in a kind and professional manner and a way that brings the spirit of our fellowship into this discussion. We have learned from our “learning curves” in the past and if we take the time and understand what is in front of us, it will work. When we move too fast, we tend to fall. Patience and acceptance is what we need here.

David T, Delegate (OR) mentioned that from his Area’s feedback the topics that came up were, “are we truly being inclusive of all people?”, “are we equipping people with the tools to create meetings to include all addicts?”, “are we living up to the Traditions?” and “Is CMA intentionally going by the principle that the only requirement for membership was a desire to stop using?”. He said that a lot of code switching was mentioned to keep individuals comfortable in the group and for groups as a whole, creating environments that feel inclusive enough to not have the need for code switching. They also felt that intentional inclusivity should be integrated into all pamphlets and that DEI should never be a “side hustle” for this group.



Tanner W (OR) stated how he was reminded in hearing the history of CMA that morning how CMA was born out of the need for an inclusive space. He thanked Michael for his presentation that mentioned more accessible meetings and identity based meetings and the challenges they face with the Seventh Tradition. How can the dominant culture fellowship support an identity based meeting or one that has greater accessibility needs without getting singled out by saying “we shouldn’t be paying their rent.” Can you offer some insight on that?

Michael C stated that he felt it was a leadership level or Executive Committee/Board conversation. He thought that would involve Finance and the whole Fellowships input. The institution funds various projects and this is something that needs to be “baked in” to how the organization is structured. That it goes to the larger conversation we are having about unity in the Fellowship and it could be something that Areas or Intergroups focus on. In their breakout, Paul C (FL) from Miami was saying how it is structured and how many meetings are happening under one group. Ike and Tina in New York, having various meetings, pool their Seventh Tradition, which is probably the most logical way. I would encourage the FAC to look into it and hold it up to our Bylaws.

Dan B, Delegate (CA) thanked the Committee for all of their hard work. He repeated how Michael had asked for success stories in DEI from the Fellowship and stated that he would be emailing them to him soon. Los Angeles has a DEI Committee that is doing incredible work. The presentation covered a lot and maybe one thing that was not mentioned was a simplified best practices document.

Drew D(GA) stated that on Thursday night the Delegates were told that the microphone was our power and planned on expressing the full strength of said power. This being a diverse body that represents an inverted pyramid, it is our responsibility to vote our conscience and perhaps be in alignment with the groups they represent. He was unable to read a lot of the feedback that they received from the Area directly, but it is a representation of individuals feelings and not the group as a whole, so when you hear our Senior Delegate share please keep in mind that those are not the feelings of the group but of individuals. Some of those comments are disheartening and he did not feel it is representative of the Area as a whole. He feels that DEI work is increasingly important and doesn't think it is the responsibility of the DEI Committee to make that more comfortable or digestible for a group of gay, white men who are not under-represented or marginalized within CMA. Within CMA, gay, white men are the most represented, most heard and influential. So it is not the responsibility of the DEI Committee to make gay, white people more comfortable in a room where they are grossly represented. It is the responsibility and duty of DEI to allow you the materials that are accessible to make your groups more inclusive and allow this fellowship to grow into communities that do not have the resources or capabilities to do so. Too often we shudder things as outside issues because we do not want to talk about them.



Brent J (GA) stated that he did not agree with most of the feedback he was about to share, but he felt a sense of duty to share the feedback from the state of Georgia as a whole, not just the city of Atlanta. Brent traveled across the state and talked with many people from different groups in communities that are predominantly white, heterosexual women to groups that are about 95% black, gay men. About 35% of the people who gave feedback are 100% supportive of DEI, 50% are on the fence. Only 15% were adamantly opposed to a lot of the work that DEI is doing. Brent shared some of the comments they received: “I applaud the efforts but at the same time I’m worried about the efforts to monitor diversity.” “I understand the trend for inclusivity statements, but our general requirement is a desire to stop using.” “I’m conflicted in that my meetings are held in a gay clubhouse, aren’t we all marginalized?” Brent wrapped up with one last comment from his Area, “Rather than focusing on controversial issues outside, we would like to have more strategic focus in assisting us to be able to offer CMA access in underserved areas where our people live.”

Cameron M (HI) thanked the Committee for their presentation and he is glad that they are here and continuing the process. When they first brought this up with their groups, their response was “why are we talking about this? We have 80% people of color, 40% women, 10% trans, 20% indigenous. We are just living it.” Their groups were saying they “didn’t need inclusion statements, but what the hell is going on over there? What kind of racist BS is going on that they need to talk about this?” Through the course of the day, he had gotten texts from his Co-Delegate just that it was sad and confused about why we are talking about this being a conflict. As Delegates, they had a change of heart about the need for an inclusion statement and we were texting back and forth as to what an inclusion statement would be for Hawaii. They wanted to make sure they amplified the voices of those who are most marginalized in our communities, in articulating what we value and how we talk about who is included. He then invited Amber M (HI) to read their inclusion statement.

Amber M (HI) read their inclusion statement “Our ‘ohana is grounded in aloha. Everyone is always welcome. It is our kuleana to respect one another as we help each other stay sober.”

James C (AZ) Someone had timidly approached him who was afraid to come to the mic to ask the following question. Can you elaborate on when we talk about identity-based meetings? It is the understanding that the goal of all of this is to create a bigger table where everyone feels welcome and has a seat, not necessarily to break that table into a bunch of little ones. It seems kind of counterintuitive to talk about inclusion of everybody while encouraging the fellowship to start specific meetings where others might not be welcomed. They felt that some education was needed on this topic.



Michael C stated that in his experience, CMA is an identity-based fellowship. We identify as crystal meth addicts, separating us from alcohol or narcotics. So that is the basis for us being here as crystal meth addicts. In essence, we are an identity based fellowship. We are primarily a gay fellowship, not explicitly but implicitly which creates, in essence the spirit of an identity based fellowship and, as voiced on the issues coming out of our groups, that creates challenges for people that are not part of that identity. We also have a meeting directory on the website where people can select the types of meetings they wish to attend and find an accessible meeting. Many of our meetings are identity-based meetings, just by virtue of when, where, how and why they start their meetings. Topic meetings are essentially identity-based meetings. When we say identity-based meetings, it sets an expectation for those who are seeking a meeting with a specific need to have a place to go more closely identified with people who are like them. Generally speaking, that is what we mean by identity-based meetings. At the same time, we do not want to run away from race, class, gender or accessibility because we do recognize people who come from different cultures, speak different languages, have different diseases around addiction, have different dynamics to them and that the path to recovery is unique based upon one's identity. While we don't want anyone to feel like they need to be around someone who looks like them to get sober, we also recognize that the chances of recovery increase when you hear your story. We have *A Sober Cell* for a reason. We have various categories in *Voices of the Fellowship: Our Recovery* for a reason. This understanding seems to be prevalent throughout the fellowship. We are organized in Regions for a reason, because those in closest proximity to us geographically we have a similarity. The idea of a meeting being too far beyond the orthodoxy of the fellowship as a whole and recovery as a whole.

Scott H (NC) added that AA has a long tradition of identity-based meetings; there are men's, women's, gay, young people's, and prison meetings. His impression was that, going to those meetings didn't make the fellowship weaker, it made it stronger so that he had meetings available to him where he would feel comfortable and that made his participation in larger meetings where there might not have been an identity attached to them, all that more powerful. DEI can happen at different scales. It does not have to happen at every table, every chair or in every room. It embraces the differences and allows them to be different but gives them a space where they feel they are as welcome as others. One of the things that identity-based meetings do as a white male, he is prioritized in just about every meeting he walks into based on being a white man. People defer to him in ways they do not to women or people of color. For him, supporting identity-based meetings is giving marginalized people the space and opportunities to have the same level of comfort that he never had to ask for. That is a DEI principle that he thinks identity-based meetings can support.

Keith K (CA) stated that he is a member of the DEI Committee and helped start the DEI Committee in Los Angeles. When he heard the words DEI he knew what it meant, he wanted to be included, he wanted the meetings to be diverse and equitable to all. At his



first CMA meeting, he was the only Asian person. He felt awkward, but he also did not know what CMA or a Twelve Step program was. He related it to becoming HIV+. He did not know what was available and was close to death, he just did not know what to do. When he came into CMA, it took him a while to know what was available but when he learned about DEI and what the possibility of other people would mean for other people who walked in and didn't speak the language, that did not know what CMA was, he realized he could change that and bring something to the table and be a part of that change. Maybe other people might not know what is available and with DEI, we can reach them. He mentioned that he did not know how wanting to change the name came about, or why we would not want to hear other voices but that he felt that is why they were there that weekend. He understood that this is uncomfortable, and joked that he was uncomfortable at that moment but he was grateful to be heard and appreciated the work that has been done.

Sam W, Delegate (IA) (but is from Omaha, NE) felt that her Fellowships in Iowa and Nebraska needed DEI, stating that a lot of people are not getting the help they need and our primary purpose is to help the still suffering addict. She felt there is a definite need for identity-based meetings because when you first arrive and feel uncomfortable, you walk out of that big meeting and should be alright because we are all the same, we are all crystal meth addicts. However, we are not. Imagine being a crystal meth addict who also has other disadvantages that are getting in the way. It is stated in our program that we are honest, open-minded and willing and we need to actually carry those qualities. Sam stated that she is really proud to be a part of this work and looks forward to bringing it back to Iowa and Nebraska.

Sarah G (CO) mentioned how, at her first Conference in 2018, she remembered a photo was taken of the women in attendance and that she believed there were fewer than ten. Sarah did a rough count and thought there were about a dozen women physically in the room at the moment. It is frustrating to come to a Conference and be told "If you don't hear your voice then you need to share your story or write your story." Sarah stated how angry that makes her but that she has to accept that that is where we are in this Fellowship right now. She wants to say to the LAC and the GSC, "no, you do it", but we are here because we were asked to do it. She said that she has learned through the Steps and the Traditions and living in the solution that we are right where we are supposed to be. She referred to page 417 to the end of the chapter in the AA Big Book (acceptance) and then ask yourself or call your sponsor and ask how you can be of better service to this body or this Fellowship that is not giving you what you what you feel you are owed or the people that you are speaking on the behalf of. It gets really easy to forget that we are here representing others and that it is not about "me." These Advisory Committees are here to create the tools so that our Fellowship can do the work and right now it is a bunch of white, gay men that have to create those tools and if you do not like it, it is your responsibility to get involved and help.



Gina B, Trustee/Trustee Nominee (CA) wanted to talk about identity-based meetings. In the beginning when she first got clean she was totally against them. She thought we were supposed to be all about unity, we are supposed to be together. In the early days of her recovery her needs were being met, until they weren't. There was a missing element in her program. She found a woman's meeting online and it changed her life. There are needs that need to be met now and that is why we need them.

Zack M (AZ) said he was reviewing some of the information that is on our website. He thanked the Committee for what they are doing. He knows he has his opinion of a lot of the things the Committee does, or at least what he thinks they do, because he did not know and had not gotten involved, so he had no right to have an opinion or share his opinion since he had not been involved in the conversation. One of the things you had mentioned was "why are there no straight people in these meetings?" He was curious as to why, when we are completely different from most other fellowships, we do not have a "straight" tab in our meeting lists? We are predominately gay in this room and if we would like to have more straight people involved, maybe we should take a look at those identity-based meetings and say "why don't we put a straight person tab in our meeting list so a straight person can show up and feel comfortable as well?" Zack stated he is a firm believer in the only requirement for membership is a desire to stop using and that he will go anywhere he wants and beat people up with that statement until the day he dies. But it is something that the newcomer might see and say "this is a non-gay meeting, cool, I'm gonna go there." If we keep the newcomer at the forefront of our mind and how do we make them feel comfortable, we know we have a "shortcoming" so why not put a simple solution in place.

Vince P, Delegate (IL) had not planned on saying anything until he heard the women's meeting being brought up. An output of the women's meeting was some work that was done on *Are You A Tweaker?* that was brought back to Chicago and it was proposed that they amend the reading in Chicago as well. They addressed some of the familial language to include the loss of a child, which is not a part of the reading (because it comes from someone's personal story). Chicago has adopted that language in our H&I scripts, our newcomers meetings and some of our other meetings. He stated that DEI changes do not need to come from this body, that the group conscious of your home group can do that with their autonomy.

Victor M, Delegate (TX) said that in regards to the women's meeting and other groups, as years have passed, he spoke from his personal experience and what happened in his hometown. There was one meeting and it was predominantly straight and it was very much the opposite of what most meetings face. They started their own gay meeting in Austin because they did not feel included in the straight meeting. He stated that he does understand the purpose and need for DEI because people do not understand that there is a separation sometimes and we have to make sure that we learn from one another. In the ten years since they started their gay meeting, they have seen a lot of



crossing between the attendees of both meetings. While sitting on the Service Boards of these meetings, he noticed the lack of people of color like himself; blacks and hispanics. The only way to change that is if we step up and become a part of these committees. He makes it a point to make sure his community is being represented and that people understand where they are coming from, especially if there are multiple languages spoken. That is changing as more of our literature is being translated. He stated that if you want to fix the problem, become part of the solution.

Ross H,(NY) wanted to say that he went to DEI because he did not understand what it was and he wanted to know. Like with most recovery, he took action and went. He realized that this was something that we really needed. When he got clean, his sponsor told him to do a lot of things he didn't want to do, but I did them and it changed his life. Ross encouraged people who might still be saying "why DEI?" or just don't understand it, come to the meeting. You can keep your mute button on and just listen and find out what we do there. He has found it to be a safe space to talk about issues that he may come across but mostly, he learns from those meetings.

Michelle S, Trustee (AZ) commended the Committee for the work that they are doing and stated how proud she was of this fellowship. Last year there were a lot of unhappy people over this. What she heard today is that this is needed, and this is needed in more Areas than we thought. People who were resistant last year are coming up today saying here is a solution that our fellowship might be able to utilize to remove some of that resistance. Language is super important and if all we need to do is change a label to make it more accessible than she thought that was a great idea and has every bit of faith that this Committee was going to do that.

Zack M (AZ) had noticed that the last slide with the meeting information did not list a Zoom link and wanted to know where he could find that.

Michael said that it is on the website, under the Advisory Committee Tab or you can email DEI@cmagso.net

John G, GSC Co-Chair, Trustee (CO) asked everyone to look around, (counted 4 black people in the room). John stated that it is not easy to come here and do this stuff, trying to be a part of this because he loves CMA because it saved his life, it is really hard to do this work when you are checked every step of the way. He stated that sometimes he wants to just walk out the door and be done with it because why is he doing this when no one appreciates or understands what they are trying to do. He came to CMA and he felt welcomed. He was never shown anything but love. Other people that he knows don't have that experience so he keeps coming so they see him here and know that they are welcome. He mentioned that last week in Denver, someone came up and asked if it was ok that they were there because it seemed like a gay meeting, he told him he is always welcome at CMA. They are just trying to make sure that everyone has



access, they are not trying to exclude everyone, they are trying to include everyone. He wanted everyone to know that this work takes a toll on us, they work hard to try and do this. He finished stating that he had claimed his spot here, and he was going to keep coming back, but we have to do better to make sure that other people come too. That is all they are trying to do.

Mike S (AZ) wanted to thank the Committee for making the Conference hybrid as a person with a bipolar disability sometimes the crowd and the noise is a bit much so he was able to withdraw to his hotel room and still be a part of the Conference. Mike stated his view of what had happened locally. He said they were instructed, because Arizona has a straight majority and that the fellowship is failing to reach straight people and they were instructed to get feedback on DEI from their groups. The Senior Delegate appeared at an Area Assembly to get feedback and said “we want to hear from the straight fellowship in particular.” If you think people in Arizona don’t understand why diversity is important, that might be because they told the queer voices, inadvertently to sit down and shut up, so you never heard back from us. Mike also wanted the Assembly to know that the Motion made was the product of some fruitful dialog he had been having with members of the fellowship who are from the “right” where his opinion comes from the “left.” Sometimes you can make things worse by flailing around trying to make them better. What we do hear has to be better. It has to be grounded in Tradition and spiritual language, and not political language. He urged the body of the Assembly to reconsider the Unity in Action name, because he also wants action.

David S (GA) clarified that even though the vote to depart from the agenda did not pass, that the Motion will be discussed and considered by the GSC and the Board of Trustees.

Michael closed the DEI presentation saying that the problem with this type of process is we really do want you to come and give us feedback at the Committee level because it does feel like that the Motion was an agenda. By not knowing that that was something that was asked and a conversation that was happening or a need that was being expressed. So “Unity In Action” felt insincere to him because of the disrespect in the way that this is being communicated. Michael once again invited everyone to attend the meeting, and suggested that if someone could not attend, please send their thoughts or comments via email. They will be reviewed and discussed by the Committee. He said he is willing to schedule a conversation outside of that time to meet with people. This ended up feeling like a culture clash, and it is a very difficult thing, but let’s not pretend that we are being spiritual around this conversation, it is difficult and it is not well intended. Let’s just be honest about what it is, that is why we are doing the work. We can have culture conversations at the Committee level and at the dinner table everywhere. He said he would be remiss if he did not say how he felt having to absorb that aggression today.



*****BREAK*****

Election Runner was launched to attain the quorum count: Quorum count is 70

David S (GA) explained that the Regional Trustee Nominees would be introduced and get a chance to address the Assembly, be sent out of the room for any discussion and once all of the Nominees had spoken, would be sent out of the room for the vote. One poll would be launched where members could vote for each Nominee.

Once they were finished, the same process would be done with the At-Large Trustee Candidates.

Nominating Committee and Regional and At-Large Trustee Confirmations: Jimmie C, Chair, At Large Trustee Candidate (NJ)

Jimmie introduced the Nominating Committee members and reviewed the Regional Trustee Map showing the open positions once the current, departing members of the Board roll off on December 31, 2022.

He also reviewed the Area and Regional Nomination and Vetting Process that all of the Nominees have gone through.

Nominee Introductions:

My name is Sebastian D (IN) and I am a Crystal Meth Addict. On behalf of the Great Lakes Regional Assembly of Crystal Meth Anonymous, it is my pleasure to nominate Isaac K (IN) to the CMA Board of Directors, as Regional Trustee for a four-year term beginning January 01, 2023.

Isaac K addressed the Assembly.

Michelle S, Southwest Region Trustee made a motion to accept Isaac K as the Great Lakes Region Trustee. Brenda B-S, Delegate, (MN) seconded the motion. No questions or comments were raised.

My name is Eric M (CA), and I am a Crystal Meth Addict. On behalf of the Mid-Atlantic Regional Assembly of Crystal Meth Anonymous, it is my pleasure to nominate Jereme W (PA) to the CMA Board of Directors, as a Regional Trustee for a four-year term beginning January 01, 2023.

Jereme W addressed the Assembly.

Chris "CJ" M, Delegate (PA) made a motion to accept Jereme W as the Mid-Atlantic Regional Trustee. Phill B, Delegate (NJ) seconded the motion. No questions or comments were raised.



My name is John G (CO) and I am a Crystal Meth Addict. On behalf of the Mid-South Regional Assembly of Crystal Meth Anonymous, it is my pleasure to nominate Brian W (NC) to the CMA Board of Directors, as a Regional Trustee for a four-year term beginning January 01, 2023.

Brian W addressed the Assembly.

John G (CO) made a motion to accept Brian W as the Mid-South Regional Trustee. Scott H (NC) seconded the motion. No questions or comments were raised.

My name is Olivia H (OR) and I am a Crystal Meth Addict. On behalf of the Northwest Regional Assembly of Crystal Meth Anonymous, it is my pleasure to nominate Mike F (OR) to the CMA Board of Directors, as a Regional Trustee for a four-year term beginning January 01, 2023.

Mike F addressed the Assembly.

Olivia H (OR) made a motion to accept Mike F as the Northwest Regional Trustee. James C (AZ) seconded the motion. No questions or comments were raised.

My name is Dan B (CA) and I am a Crystal Meth Addict. On behalf of the Pacific Regional Assembly of Crystal Meth Anonymous, it is my pleasure to nominate Gina B (CA) to the CMA Board of Directors, as a Regional Trustee for a four-year term beginning January 01, 2023.

Gina G (CA) addressed the Assembly.

Dale G (CA) made a motion to accept Gina B as the Pacific Regional Trustee. Pete S (CA) seconded the motion. No questions or comments were raised.

My name is Michael R (FL) and I am a Crystal Meth Addict. On behalf of the Southeast Regional Assembly of Crystal Meth Anonymous, it is my pleasure to nominate Paul C (FL) to the CMA Board of Directors, as a Regional Trustee for a four-year term beginning January 01, 2023.

Paul C addressed the Assembly.

Michael R (FL) made a motion to accept Paul C as the Southeast Regional Trustee. David S (GA) seconded the motion. No questions or comments were raised.

My name is Yvonne W (AZ) and I am a Crystal Meth Addict. On behalf of the Southwest Regional Assembly of Crystal Meth Anonymous, it is my pleasure to nominate Jon M (TX) to the CMA Board of Directors, as a Regional Trustee for a four-year term beginning January 01, 2023.

Jon M addressed the Assembly.

Yvonne W (AZ) made a motion to accept Jon M as the Southwest Regional Trustee. Victor M (TX) seconded the motion. No questions or comments were raised.

My name is Tanner W (OR) and I am a Crystal Meth Addict. On behalf of the Western Canada Regional Assembly of Crystal Meth Anonymous, it is my pleasure to nominate Rob B (BC) to the CMA Board of Directors, as a Regional Trustee for a two-year term* beginning January 01, 2023.



*Since Western Canada had two open positions and had two nominees, Rob will fill a partial term of two years.

Rob B addressed the Assembly.

Odene T (AB) made a motion to accept Rob B as the Western Canada Regional Trustee. Brennan S (AB) seconded the motion. No questions or comments were raised.

My name is Brennan S (AB) and I am a Crystal Meth Addict. On behalf of the Western Canada Regional Assembly of Crystal Meth Anonymous, it is my pleasure to nominate Odene T (AB) to the CMA Board of Directors, as a Regional Trustee for a four-year term beginning January 01, 2023.

Odene T addressed the Assembly.

Isaac K (IN) made a motion to accept Odene T as the Western Canada Regional Trustee. Brianna S (AB) seconded the motion. No questions or comments were raised.

At this time, all nine Regional Trustee Nominees left the room while the Assembly voted to accept the recommendations of the Regional Assemblies..

Election Runner was launched with one pole to vote for all nine nominees individually.

Regional Trustee Nominee Voting Results: All nine Regional Trustee Nominees were accepted and will be recommended to the Board of Trustees to vote in favor of seating them on the Board. Voting results are listed below.

Nominee	Region	Yay	Nay	Abstain
Isaac K	Great Lakes	69	0	1
Jereme W	Mid-Atlantic	68	1	1
Brian W	Mid-South	68	0	2
Mike F	Northwest	68	1	1
Gina B	Pacific	70	0	0
Paul C	Southeast	69	0	1
Jon M	Southwest	69	0	1
Rob B	Western Canada	69	0	1
Odene T	Western Canada	69	0	1

Jimmie then explained the At-Large Trustee and External At-Large Trustee nomination and vetting process. Board members exiting the Board of Trustees are all asked if they would like to remain on the Board as an At-Large Trustee. External At-Large are members who are invited to join the Board of Trustees based on their skill set, experience or DEI.

At Large Trustee Candidates:



David S (Board Chair) introduced the At-Large and External At-Large Trustee Candidates and introduced each Candidate and their qualifications and recommended Aaron M (CO) and Bruce W (NY) to four year At-Large terms and Jimmie C (NJ), Tanner W (OR) and Keith F (CA) to two year At-Large terms, all beginning on January 01, 2023.

Aaron M (CO) addressed the Assembly

Tanner W (OR) addressed the Assembly

Jimmie C (NJ) addressed the Assembly

Keith F (CA) addressed the Assembly

Bruce W (NY) addressed the Assembly

The five At-Large Candidates then left the room to open the floor for discussion.

David S explained, to remain completely transparent, that Keith F self-nominated himself as an External At-Large Candidate. The Board reviewed his qualifications and invited him to be an External At-Large Candidate. There was a problem, we don't accept self-nominated candidates, we have codified into our processes that External At-Large Trustee positions will be by invitation only.

Questions/Comments: No comments or questions were raised.

Dale G (CA) made a motion to accept the slate of At-Large and External At Large (Aaron M, Jimmie C, Tanner W, Bruce W and Keith F) to the Board of Trustees. Carl B, (ON) seconded the motion.

Questions/Comments on the motion:

Eric M, (CA) appreciated the transparency, however in the spirit of principles before personalities felt that if Keith was voted in now and accepted it would set a precedent going forward.

Dale G (CA) just wanted to be clear that we never did allow self-nominations so he actually couldn't self-nominate, he just let us know he was available.

David S (GA): He came to us and we discussed it and invited him.

Scott H (NC) did not feel this was a self-nomination. We were approached with an idea and had to decide whether or not to invite him. Scott stated how Keith is an exceptional candidate for the Board and eminently qualified to sit on the Board and will serve the Fellowship well.

Jereme W (PA) asked which Board Member invited him? He stated for himself, it was not about Keith, it is about the process.

Tim D, Trustee (GA) stated that in the spirit of being fully transparent, Keith is his friend and they have worked in service together for about ten years. I suggested it to him



because it is really hard to get a spot coming out of California being that it is such a large state that he might approach the Board saying that he is interested.

David explained that the Motion was to elect them as a slate, but you will receive one poll with five votes in it.

Dale G restated the Motion for clarity to accept all five Candidates to the Board individually. Carl B seconded the Motion.

Election Runner was launched with one poll that contained all five candidates individually.

At-Large and External At-Large Candidate Election results: All five Candidates were accepted and will be recommended to the Board of Trustees to vote in favor of seating them on the Board. Voting results are listed below.

Candidate	Position	Yay	Nay	Abstain
Aaron M	At Large	68	1	1
Tanner W	At Large	67	2	1
Jimmie C	At Large	68	1	1
Bruce W	External At Large	69	1	0
Keith F	External At Large	62	3	5

2023 Nomination Process:

Jimmie reminded the Assembly that next year, there will be a one-year term Trustee position in the Southeast Region which can be voted on next year at the Conference as well as any Region that currently does not have a Trustee currently seated on the Board. Talk about this in your Areas, fill this Board of Trustees.

The Assembly adjourned for the day

General Service Conference Day Two

Aaron M, GSC Chair (CO) reconvened the Assembly at 9:35 AM

Keith F, At Large Trustee Elect (CA) led the Serenity Prayer

Chris G, Delegate (CO) read the Twelve Traditions



Sam W, Delegate, (IA) read the Twelve Concepts

Election Runner was launched to attain the Quorum Count: Quorum Count was 63

Outgoing Trustee Recognition: David S, Board Chair (GA)

The members of the with terms ending December 31, 2022 were recognized and given a Service Medallion in an acrylic casing as a thank you for their time in service to the Board of Trustees, the General Service Committee (GSC) and the fellowship.

Garrett V, Great Lakes Region Trustee (in absentia), Michael C, At Large Trustee (NY), Robert S, Southeast Region Trustee (CA), Tim D, Mid-South Region Trustee (GA), Michael R, Southeast Region Trustee (FL), Yvonne W, At Large Trustee (AZ), and Petr P, former Pacific Region Trustee (CA) were recognized.

Tanner W, (OR) then presented David S, At-Large Trustee with his medallion. Tanner also presented Pete S, Webmaster (CA) with a medallion for his service to CMA since its inception. Pete's award read "Thank you for a lifetime of service." Pete has decided it is time for him to start taking a step back and has been training members of the Communications Committee in his responsibilities to ensure a smooth transition.

Prior to Sunday's General Assembly, the current Board of Directors and the Trustee-elects met to hold their 2023 officer elections. The incoming Executive Board and GSC Board were introduced.

Bobby K (IL) will serve as Board Chair, Jon M (TX) will serve as Board Vice-Chair, Bruce W will serve as Board Treasurer and Mike F (OR) will serve as Board Secretary.

John G (CO) will serve as the GSC Chair, Michelle S (AZ) will serve as the GSC Vice-Chair, Gina B (CA) will serve as GSC Treasurer and Brian W (NC) will serve as GSC Secretary.

Tanner W (OR) addressed that it came to the attention of the GSC and the Board yesterday that they can do a better job getting items put on the Agenda at the Conference. He identified a few items for the benefit of everyone in the room and committed to some improvements at this level to facilitate discussions for the full fellowship to have. In the "General Service Manual" (2018) on page 24, it says "How do things end up on the Conference Agenda?" There is a paragraph that outlines this process. It basically reads that Areas can submit motions to be included in the Delegate Packet through their Delegate. Tanner then referenced the Service Calendar on www.cmaservice.org as it shows when the deadline for getting items added to the Conference Agenda is. If you are on the GSC call, reminders are given there, if you are on an Advisory Committee, you are working on items to go in the Delegate Packet and on the Conference Agenda, but if you are a Delegate who is new or an Area that is new, you aren't getting those communications. What the GSC and the Board are committing to is, as these deadlines approach, to send out a fellowship-wide communication to let everyone know that the deadline is approaching. Tanner opened the floor to questions but stated that the Conference was still behind schedule from yesterday.

Comments/Questions: No comments or questions were raised.



Conference Committee Reports

Hospitals & Institutions (H&I) Conference Committee Report: James C (AZ), Committee Chair

James reviewed the H&I purpose, and introduced the current H&I Committee members and reviewed member project responsibilities. He also reviewed their 2022 Activities.

2022 Activities:

Goals that H&I completed were a website update, Lighthouse Project and Connections, sending books into facilities, *A Sober Cell: From the Inside Looking Out*, the Pen Pal Program, H&I Meeting Packet, Handbook updates, and The History of H&I.

They also created a **Past Action Handbook** which shows a linear understanding about anything they have ever talked about. New members can look at this to get a better understanding of what was done, what worked, what did not work, etc.

A **Jail Liaison Team** was created. That team focuses on opportunities for growth, getting books into facilities, and supporting local fellowships in jail/prison work.

The history of *A Sober Cell* was reviewed. The project started in 2011, was named in 2013 and in 2017 the Committee started working with the LAC, making this a joint project between the two Committees. The book was released in 2022.

The members of the breakout session were introduced. Sarah G (CO), Co-Chair/Incoming Chair, reviewed the agenda items from the Committee Breakout.

Regional Updates

This gives everyone a chance to hear about the work that others are doing in their Areas. Sarah applauded the consistent participation that Canada has been on this Committee.

The Lighthouse Project

This has been a huge help in helping H&I to connect with the Delegates. H&I could not get the information needed from the GSC so they created a way to get it. With these contacts, they have been able to connect incoming needs with the local fellowship at a greater speed having these contacts. Sarah asked, since www.cmaservice.org is going to be that resource going forward, that every Delegate please make sure that they are registered on the site.

H&I Orientation

CMALA has an amazing orientation program that some of the Committee attended. Lee M, Trustee (NV) is heading up this project. In the breakout, they presented changes they would like



to make in adapting this program at the Advisory Committee level. This will be used as a tool for new local H&I members.

Jails and Prison Liaison

Jereme W, Delegate (PA) has served in this position for the past year and done an outstanding job. Russel G (NC) will be serving in that position in this next term. The Committee identified where they want to focus their attention as being; better resources for our local members to be able to interact with inmates (“Sober Sponsorship Guide for Prisons Pen Pals”), better resources for “How To Start A Meeting in Prisons/Jails Guide,” help every Delegate have one prison meeting in their Area, and getting books and literature into prisons in every Area.

Handbook Content Additions

The Committee wants to anticipate the needs of local H&I by adding new content to the H&I Handbook. Some of those topics like “So you want to start a H&I in your Area.” how to form a relationship with your local prison, how to start meetings, clarifications of Do’s and Don’ts, how to navigate H&I with Technology, and how to utilize the Service Portal, to name a few.

Review of Delegate Feedback

The Committee spent time reviewing the Delegate Feedback they received prior to the Conference.

Delegate Feedback from the floor:

Vince P, Delegate (IL) stated that during the pandemic, their H&I meetings were shut down by the facilities and when one of them let them back in last year, he was able to use the H&I packet with newer service members when they would fill in for him. He expressed gratitude to the Committee for putting that together.

Drew D, Delegate (GA) thought that the pamphlet for *How to get involved in H&I* is great but there isn’t a resource available for people who are leaving the facility. There is a line in the script addressing this but having something they could take with them when they leave would be great to have as a resource.

Sarah G (CO): We have been discussing that and are working on it.

Brianna S, Delegate (AB) stated they are having trouble getting people to want to do H&I panels. They have a few but it seems to be the same people. They are struggling with getting into jails and do not feel they have enough people to get it done properly and asked for support in that area.

James asked for her email and has some resources for her.

Victor M (TX) said he is working on the Prison and Legal Issues booklet for the LAC, hearing feedback from the Georgia Delegate is so beneficial because it is something we can look at adding to this book, like we added scripts to *A Sober Cell*. Victor also put out a call for more involvement in these projects and the need for stories from the fellowship.



Dale G (CA) stated that for ten years he ran a panel in LA County Jail. They would cry reading *Are You a Tweaker?* They would get out and not find a home in a predominantly gay LA CMA. Dale had done a type of bridging the gap with meetings that would fit their needs.

Olivia H, Delegate (OR) from the Zoom chat had feedback on how to introduce the spiritual principles of the program to hospitals and institutions that are resistant.

James asked for her contact information.

Thomas W, Delegate (Australia) stated they are having problems, post-pandemic getting back into the jails. They are dealing with a six-month wait just to get clearance.

James turned the remainder of the presentation over to **Sarah G, H&I Co-Chair (CO)**

Milestone Bookmarks: Sarah announced that the bookmarks are up on the website under the H&I Tab, under downloadable documents. For some groups it is not financially feasible to give out chips in facilities. In Colorado, they give out bookmarks until they hit six months, then they start giving out chips. Another idea was brought up to let them turn the bookmark in for a chip when they get out and go to their first meeting.

Facilities Contact Information Sheet: The Committee is working with the Communications Committee to get this loaded to the H&I Advisory Page for local fellowships to use. This form will help keep track of the H&I meetings and who those contacts are as well as what that facilities policies might be. There will be a sample on the website as well as a downloadable blank form.

Strategic Goals for 2023: The Committee has set the following goals for themselves: update the Handbook with new content, grow the Jail and Prison position, growing the Pen Pal Program (Volunteers needed, especially women), increase book presence in facilities, H&I Orientation for the fellowship both written materials, and possibly something like a Town Hall meeting, being mindful and intentional with our Liaisons and building out the Lighthouse Program.

Lighthouse Project: This program is to help build connections between the H&I Committee and your local H&I members. The Committee wants to work with them, not just put information on the website for them to use. They want to help your local H&I become more successful and reach more people in need of our solution.

Request to the Fellowship: Please check out the H&I Handbook, share it with your local H&I Committee. Let the Advisory Committee know of any challenges or information to add to it.

The Committee is also looking to gather H&I experiences as well as contact information of local members doing this work. Please send that information to sarah.g@cmagso.net .

Comments/Questions:

Jon M, Delegate (MD) asked if the flyers being distributed are or will be available on the website? (the flyers had QR codes to register members with the Lighthouse Program and to sign up to be a Pen-Pal).



James C said that the flyers would not be on the website but the QR codes would be on the website.

Sam W, Delegate (IA) stated how she had heard that there isn't enough participation for a lot of the work discussed this weekend. She stated how when she gets back home and the members of the fellowship see how excited she is, that enthusiasm will spread to other members.

James C encouraged groups to stop the culture of pushing members into service roles that they may not be interested in. He urged the Assembly to let members get to know what is going on and what they would enjoy doing. When people have a passion for the work they are doing, they tend to excel in that work.

Chris G, Delegate (CO) said that he takes an H&I meeting into a men's facility and when he took *A Sober Cell: From the Inside Looking Out* everyone asked for one. Thanks to the local H&I Committee, he was able to help make that happen. They loved the stories and the meeting script in the back, so that if he can not make the meeting, they have everything they need to run the meeting themselves.

Sarah G stated that Denver's H&I Committee has funds to be able to afford to supply books to facilities and realizes that some Areas do not. Please let the Advisory Committee know what you need. They can help you in getting those books into your local facilities.

[Public Information & Outreach \(PI&O\) Conference Committee Report: Julie E \(AZ\), Committee Co-Chair](#)

Julie E, Co-Chair (AZ), was filling in for Armando D, Chair (NY) and reviewed the PI&O purpose, Vision Statement and Mission Statement. She also introduced the Committee Officers, Liaisons, Committee Members and Breakout Attendees. Julie gave a special thank you to John G (NC) from DEI when at the last minute we asked if someone from the DEI could sit in during the Fellowship Survey workgroup.

PI&O FAQ Page

Keith F, At Large Trustee-elect (CA) explained the history of the PI&O FAQ page. This project started about three years ago. We noticed that some of the European Fellowships had FAQ pages on their websites. With their permission, we used their information as a base and started translating from the Queen's English to American English and expanded those questions, largely based off of questions that come in through the CMA Helpline. We sent it to the LAC for them to review and give feedback, made our final edits to the page and the Committee voted to move this project forward. We then sent it to Communications to have it added to "The Public" page on www.crystalmeth.org as a companion page to our "Friends and Family" page. It was decided, by Communications, that this project would become the "What is Crystal Meth Anonymous? FAQ's" page. (A QR code was posted for the Assembly to see this work). Julie closed saying how this has become a vital piece of information, not just for the addict, but it covers information for families and professionals.



Helpline Report

Jimmie C, At Large Trustee-elect (NJ) gave the report for the Helpline Coordinator, Louis M (CA) who could not attend the Conference. He explained how, in his opinion, this was one of the best service commitments you can have because you can do it sitting at home, on your couch watching a movie. All you need is a phone and a separate computer device and the patience to wait for a call to come in.

Jimmie introduced the Helpline Volunteers. We currently have 35 volunteers that answer calls on the Helpline. It was noted that the first five names on the list (Dean M from TX, Jimmie C, Chris M from GA, Thomas D from NY and Danny T from FL) have all been on the Helpline staff for at least five years.

The monthly call statistics were reviewed. The actual calls made to the Helpline as well as the abandoned call numbers were reviewed. Abandoned calls are calls that hang up before the voicemail comes on if a call is not answered. Those calls are missed opportunities, because they are people who are still out there suffering. Do they call back? Some do, some don't. In the past twelve months, the Helpline received 2,259 calls. Of those, 774 were abandoned. Year end comparisons were also given for the previous two years 2021 had a major influx of calls because of the COVID pandemic (2,724 actual calls with 879 abandoned calls) where the Helpline became a place for addicts looking for meetings, tech support for Zoom and a place to update your meetings. In 2020, the Helpline received 2,158 actual calls with 475 abandoned calls. COVID is still in those numbers, but with the shut-down that happened with the pandemic, we had an increase in volunteers to work on the Helpline.

The Availability Schedule, showing the available hours to serve on the Helpline was displayed. Currently, 74 of the 168 available weekly hours are covered, meaning there are 94 hours that are open. During COVID in 2021, 115 hours were covered leaving only 53 open shifts on the Helpline. It was explained that furloughed workers made up a lot of that increase in covered hours. We also had one member from NY, Gerry who volunteered for about 30 hours a week. The Availability Schedule can be found on www.cmaservice.org under the Service tab.

The general requirements to work on the Helpline are a suggested clean time of one year, to be working or have worked the Twelve Steps with a sponsor, having a working phone that no one else has access to, having internet access separate from your phone to look up meeting information and the ability to commit to at least one hour per week on a recurring basis. Anyone interested in serving on the Helpline can reach out to our Helpline Coordinator at helpline@cmagso.net. The Helpline is also always looking for bilingual members who would be able to handle calls should they speak a language that is unfamiliar to the operator. Anyone willing to do that can also reach out to the Helpline using the helpline@cmagso.net address.

Jimmie had asked Louis for some examples of some of the calls that stood out from the past year to share at the Conference.

- Louis had received a call from a woman in Denver, and after sharing his experience, strength and hope and helping point her to some meetings, with her permission, he was able to pass her telephone number on to a member in Denver. They connected and met at a meeting. This gave her some amount of comfort and ease walking into the rooms for the first time.



- Had a distraught caller who's wife (also an addict) had just left him. He wasn't thrilled with the idea of going to a meeting, but with Louis sharing his experience, the caller was willing to consider the option. He called back about a month later to thank Louis. He had been going to meetings, gained a little clean time and sitting next to him on the phone was his wife, who was also attending meetings and gaining some clean time.
- On Friday, while checking email, Jimmie received an email from someone who wanted to help on the Helpline but only had about four months clean at the time. It was suggested that he focus on his recovery and reach out to us in seven months once he had his year. The member had held onto that email and was responding that he had 18 months of sobriety and wanted to be of service. His email was forwarded to Louis and hopefully, he will be on the Helpline team in the coming days.
- We do get calls from non-addicts on the Helpline, spouses, friends, partners and family, who just do not know what to do to try and help the addict in their life. We are lucky to be able to refer them to CM-Anon (<https://cm-anon.org/>), Al-Anon (www.al-anon.org) and other Twelve Step support groups.

Comments/Questions:

Eric M (CA) asked if the abandoned calls could be broken down by time of day to see what times have the largest need?

Jimmie: People always ask "When do you really need coverage? When do you get the most calls?" Sadly, we can not regulate when someone is going to surrender, that is between the addict and their Higher Power. It isn't a matter of having someone there *when* someone calls, it is having someone there *if* someone calls. Jimmie stated that he sat through many shifts on the Helpline without a call and still does. It is when you get a call and can be that voice of understanding for that person and can relate to them and to help get them to their first meeting, that is the magic. It makes up for the times when you didn't get a call.

James C (AZ) asked if when calls aren't answered, do they get a message that directs them to the website as well as ask them to leave a message?

Jimmie: Yes

Odene T (AB) asked if you do not live in the Continental US can you still volunteer for the Helpline?

Jimmie: In Canada, yes. Internationally, currently no, due to international phone charges. It would be a huge strain on our treasury. Some of the members of the UK Fellowship have asked about this in the past and we currently do not have a work around for it.

David S (GA) asked to confirm that someone Internationally can call into the Helpline.

Jimmie: Yes, absolutely.

Tim P (GA) mentioned that in the PI&O breakout session, they discussed how LA's Helpline is able to receive text messages and hopes that we are able to pursue that, because as a tweaker, he would have been more likely to text someone than to call.



Jimmie: This came up during our breakout session in Fort Lauderdale and I messaged our provider and they were looking into it. I never heard anything more about it, so it is something that we can look into going forward.

Brianna S (AB) asked if there were options for the hearing impaired reaching out to the Helpline?

Jimmie: Sadly, I don't have an answer for that.

Wiafe M-B, Delegate (NY) stated that he had a sponsee who was hearing impaired and he used a TTY service for the phone. TTY uses a third-party who vocalizes what one types and types what the other says.

Tom W, Delegate (UK) wanted to renew the commitment from London to either go towards their own Helpline or to find some solution around a collaboration that would not incur the cost of international rates. They do not feel that they have enough to facilitate their own Helpline at this time.

Zack M (AZ) asked if when a call comes through, does it come through as the Helpline Number or the individual's number. Zack also mentioned that locally, they found with the AZ Helpline that a lot of their abandoned calls were spam calls.

Jimmie: They come through as the Helpline Number. Everything is double blind.

Bill B (CA) suggested for the International members who wanted to help on the Helpline that getting a free Google Voice number might solve the problem. It would avoid international charges.

Dale G (CA) stated that he had about a dozen stories like the ones mentioned from the time he has spent working on the Helpline. He relayed how he gets calls from people who are scared, desperate and do not know what to do and thinking that he did not know how to help them, until he realized it was his living amends to his mother, who did not know how to deal with an addict. Working on the Helpline has been a beautiful experience.

Jimmie stated that our current Helpline Coordinator, while traveling one night and was triggered, called the Helpline. Dale was the volunteer who answered the call. It is a rare opportunity that we ever happen to meet someone that we spoke with on the Helpline but can say that, it is an amazing experience when you do.

Professionals and Underserved Outreach

This workgroup started in 2021 after Tanner W had previously stated this project as Underserved Areas Outreach. That work was combined with the inquiries coming in through the website and us doing outreach to professionals who serve and help the addict who is still suffering. Julie, who is currently going to college to become a counselor, stated that they do not talk about Crystal Meth Anonymous in class, they talk about AA or NA. This project is a living project, it does not have an end to it. They have created and continue to expand a database of professionals and organizations that work in the recovery field and send



emails/snail mail out to help educate them about CMA. Some of the organizations that are targeted are ASAM, NAADAC and the like.

Digital Outreach

At last year's Conference, we saw some really amazing ideas regarding Digital Outreach. This workgroup focuses on the use of digital media like video and graphic content to reach the still suffering addict. We are looking for people with these skill sets to help create this content. If there is someone in the Fellowship with experience in content creation, please have them contact julie.e@cmagso.net.

Comments/Questions:

Sam W (OH) asked what type of content the Committee was looking to put on Social Media.

Julie: Last year, we had made some portrait-style clips, much like what you would see on "Reels". It is more just taking our current PSA's and modernizing them and putting them to greater use.

Fellowship Survey

The last Fellowship Survey was completed in 2011 with the results being published in 2014. This was a paper survey and hand tallied. We have an opportunity to reach more people with the technology we now have with faster results. This was a large focus in the breakout session, where they reviewed the 2014 survey questions with assistance from DEI, questions were added that might circulate more helpful data to utilize for outreach and to determine the demographics of the fellowship as a whole. They also modernized the language and response choices. This will be done in multiple formats.

The Committee will send a rough draft to DEI and LAC for review, as well as solicit feedback from other Advisory Committees regarding adding questions that might be useful to their Committee work. They will also determine the best methods and platforms for the survey's administration. The Committee has put aside agenda time on their monthly calls to work on this project. This project will span through 2024.

Comments/Questions:

Sarah G (CO) stated that, as she is hearing more of what the survey provided in the past and what we are looking for now, has there been any discussion about creating "forwards" based off of what we might learn from the previous and upcoming surveys into our literature?

David S (GA) stated that in the Service Manual revision, we have added some substantial, historical information that highlights how our Fellowship has grown.

Dale G (CA) also stated that it will be nice to have two data points on this information as to how CMA has grown.

Future Goals



- Create an Outreach Toolbox accessible under the PI&O tab on the website.
- Continued work on Professional and Underserved Area Outreach, advancing to the point of having a dedicated Professionals Coordinator responsible for follow-up, similar to the Helpline.
- Examine the need for additional workgroups focused on Child Welfare, Family Treatment Courts, Drug Courts and Corrections.
- Complete the Fellowship Survey Questions and format for distribution.
- New and improved PSA's in portrait style format through Digital Outreach.

Executive Conference Committee Report (EXE): David S, Board Chair (GA)

David reviewed the Purpose of the Executive Committee and introduced the members of the Executive Committee and the Conference Committee Members.

The Executive Committee is also the custodian of several important documents for the Board and Fellowship of CMA including The CMA Conference Charter, Manual for CMA World Service and The Bylaws of Crystal Meth Anonymous. They also engage in strategic discussions and work regarding future operation of the annual General Service Conference.

Intellectual Property Update

The trademarks and service marks that we currently hold were reviewed for both the US and the UK and EU. The renewals of our intellectual property were also reviewed through 2025. Trademark renewals happen between year five and six.

We had applied for trademarks in Canada and we were denied. We filed for an appeal and produced as much evidence of our trademark being used by Candians. That consisted of book sales, pamphlet and reading downloads as well as Seventh Tradition contributions. The appeal was refused based on a lack of sufficient evidence that the trademark was used by Canadians over the course of a number of years. The Executive Committee has recommended that we not pursue another appeal and instead wait, collect more of the data they requested and then reapply. The Executive Conference Committee agreed with this recommendation.

Nominating Committee

David reviewed the work done by the Nominating Committee including Regional, Regional to At-Large, and External At-Large Trustee Nomination process documents, the Disqualification Statement added to the application and provided Committee updates for the Service Manual revision.

David also mentioned the **International Service Structure Committee** and the **Treasurer's Reports** that were given previously.

Organization and Structure Committee (OSC)

Bobby K (IL) is the Committee Chair. The Committee is primarily tasked with records retention and management and our Records Retention Policy, oversight of the Google Drive and the G-Suite Administrator, document review and revisions, the archives, and to engage with the



Board and Advisory Committees for informational and educational purpose to have a uniform approach to record creation, storage and retention.

David S also introduced the members of the OSC Committee.

The Committee has instituted two new service positions, the G-Suite Administrator and the Archivist. The G-Suite Administrator is a position that has been done by various members of the Fellowship but it was not assigned to anyone specifically, oftentimes falling on the Communications Chair. Going forward, this will be a Trustee position with a two year term and will continue to rotate in that manner. The Archivist will also formally be serving under the OSC.

The OSC's goals were reviewed.

- Create standardized nomenclature, format and file naming for Committee Agenda and Minute documentation was completed and is being used.
- Service Manual Revision for 2022 had been completed.
- Recruit a G-Suite Administrator (job description approved), which is in process.
- Add the Archivist to the Committee, which is in process.
- Review of the Google Drive files and organization is in process.
- Create job descriptions for Trusted Servants and Officers, which is in process.

Trustee Mentor Project

This program was created in 2021 to mentor new Trustees. Each new Trustee was assigned a Trustee with at least two years experience as a Board Member. Mentoring included document and procedural review, sharing institutional knowledge and 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.

Going forward, the EXE wants to develop a formal process and feedback system and expand mentoring to non-Board trusted servants including Advisory Committee Chairs and Secretaries. They would also like to explore focused mentoring for individuals with specific interests such as leadership, treasury, record keeping, website development, information technology, writing and editing among other areas of interest.

Service Manual Revision

The Service Manual is a living document. It was last revised in 2018. As our Fellowship has grown, our service structure has further developed and new and updated processes have been put in place. A review of the revisions occurred during the EXE Conference Committee Breakout with the final, approved version presented to the Conference. Since the Service Manual is a living document, Conference Approval is not required. The new Manual will be posted on www.crystalmeth.org and feedback from the Fellowship is welcomed and encouraged.

The Service Manual was reviewed and revised for nomenclature, grammar and sentence structure, clarity, and the addition of new content. Additions were added to “The Fellowship Grows” and “CMA Evolves”, the addition of the Diversity, Equity and Inclusion Committee, additions of the Nominating and Organization and Structure Committees, and the addition of



the At Large Trustee section. Additional content was added to existing sections to enhance and clarify the information.

David presented the additions to “The Fellowship Grows” documenting the Coronavirus pandemic and the incorporation of virtual meetings and hybrid General Service Conferences. The addition to “CMA Evolves” discusses the motion to revert the language of the CMA Twelve Steps back to AA’s original text, the 2019 Illinois Area motion to have a sharing session on diversity, equity and inclusion and the creation of the DEI Advisory Committee. The PI&O section was enhanced to further explain anonymity within the Committee's work.

Vision Workgroup

At last year’s Conference, we started a conversation about how we make CMA sustainable and long lasting. 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. We have already started some of that work.

The Vision Workgroup exists to help build a future that will endure. Four important items that they are focusing on are physical locations for fulfillment, communications and administrative support, succession planning for the Board and GSC, successful long-term financial planning and building a Fellowship where every addict feels welcomed, wanted and needed.

Tanner W (OR) stated that we want to intentionally invite folks who have not been a part of General Services before. We are looking for folks who may be new to service, specifically, folks who are BIPOC, trans/non-binary/genderqueer, women and people living with disabilities and others who are underrepresented in the fellowship along with anyone who has new ideas on how to bring every crystal meth addict to the rooms of CMA. If you identify and want to help tackle one of these topics, the workgroup would love to hear from you.

One thing that has become apparent while laying the groundwork for the Vision Workgroup is that, if we want to envision a Fellowship that stays here long beyond our days, it is going to require people who haven’t been here before. We want those people to help build this Fellowship.

This is just a very direct call out to anyone in the Fellowship. We have seen that we have a lot of work to do in becoming a more diverse body and being a more inclusive body. The Workgroup is asking for the Assembly to bring this information back to the Fellowship and help us find these people. To contact the Vision Workgroup, you can reach out to either vision@cmagso.net or tanner.w@cmagso.net. The Vision Workgroup will meet the second Thursday of every other month (even months) at 5:00 pm Pacific.

At the Delegate Meeting at the start of the Conference, Delegates were specifically asked “When you think about CMA in the year 2050, what do you see?” This is open mic and they just really want to hear what the thoughts are of this body.

Feedback:

James C (AZ) asked if there is a chance that we can load the Logo onto the website for local fellowships to use?



Bill B (CA) asked if the two new positions under the OSC that are Trustee only positions, is there a chance that they can be opened to non-Trustees? He has an IT background and would be interested in one of them but is not a Trustee.

David replied that due to the sensitive nature of the position and the scope of the information they have access to, it was decided that it needed to be someone on the Board but that the Archivist does not need to be a Trustee.

Scott H (NC) asked if, to Bill's question, could that be a hired employee?

David: In the future, yes, currently it has to be a Trustee.

Scott H mentioned that he is mentoring someone who was in the EXE breakout session and when asked where they would like to be of service, they said the Executive Committee, but the structure does not allow for that. Are the Vision Workgroup and OSC Committees a place where non-board members could participate?

David: The OSC is a closed Committee but does have the ability to invite people in with specific skill sets to work on projects. The Vision Workgroup is an open workgroup.

Scott also mentioned that in the Service Manual overview of the motion to change the Twelve Steps, you left out a key point, the original Twelve Steps of CMA had gender neutral language in them. The motion was to take the gender neutral language out and return to an older, traditional version of the Steps. That is what the Fellowship rejected.

David thanked Scott for bringing that up and the team will go back and rework that section for more clarity.

Kyle K, Delegate (MI) stated he would love to see three more Fellowship Surveys completed in 2023, 2033 and 2043, having a truly Worldwide CMA Fellowship, books in ten or more languages, stories from other countries, two delegates from every Area and two Trustees from every Region.

Joseph O, Delegate (MN) would love to see a more streamlined way to get starter packs into prisons and facilities and other entities that could be used as outreach opportunities.

Heather S, Delegate (CO) thought it would be cool seeing the stigma is completely gone and a program for DCS.

Robert S, Trustee (CA) thought we can get info on how to grow a District, Region or Area.

Anthony R, (CA) was thinking if we could have CMA books not only in the Federal Prison System but also at the local level as well so it is duly accessible.

Bryan M, Delegate, (AZ) hoped for fully-funded Trustees (travel).

Cameron M, Delegate (HI) envisioned a fellowship where our service structure at all levels reflects the diversity of the Fellowship where he wouldn't feel uncomfortable



going into a meeting because of internalized racism, and feeling like he had to put up with it for the good of his Fellowship.

Michelle S, Trustee (AZ) hoped for a physical location where you can visit and be closer to our history.

Sarah G (CO) would like to see us focusing on the tools and information that we are sending to our Delegates so that they are more informed and arrive at the Conference ready to do the work and not sitting in frustration if they didn't get support leading up to the Conference or didn't know how to approach Areas, Districts or Groups.

Sebastian D, Delegate (IN) thinks that an issue of having diversity at the Conference comes with the financial standings of a lot of people so would like to see scholarships for delegates who can't afford to travel.

Mike F (OR) read off the following comments from the Zoom chat:

Rue P (NY) asks that we build a brand kit that is different from just a logo download.

David T, Delegate (OR) wanted to see a financially thriving entity that could use funds for scholarships for attending the GSC, growing the organization with Group meeting creation and sustenance in less represented Areas.

Dominic C, Delegate (DC) would love to see a vibrant fellowship in North America, a blossoming international fellowship expanding and a World Conference, technology influencing the Fellowship and a robust library of literature and maybe even our own "Big Book." He remembered being at the GSC in 2015 and sees that a lot of the things discussed there have come to fruition.

Pete S (CA) wanted to mention how a lot of our current web information is very wordy and not very "Google friendly." They have taken on the task of reworking our public pages to aim that information at the newcomer. That is our project for the next year, to simplify them and we will need input from the Advisory Committees of what is needed and important to them.

Brenda B-S, Delegate (MN) stated that locally they are struggling as a state since the pandemic. Maybe we can form a workgroup to try and help get our Areas back on board.

James C (AZ) would like to see by 2050 a World Convention that has been going on for several years. Do we have a survey ready to send as soon as this ends to get their honest feedback so that we can make adjustments for the next time?

Robert S, Conference Committee Chair (CA) stated the survey is written, it just needs to be approved and sent.

Derrick B, Delegate (CA) would love to see a World Conference happening every five years in different locations as well as a Conference that allows for enough time to be able to divert from the Agenda that leaves time for that and not fall completely behind schedule, a Delegate Orientation prior to the Conference, and the Delegate Packet is



really long so maybe the Committee could develop a smaller PowerPoint presentation for Delegates to use when presenting the information locally.

Zack M (AZ) wanted to congratulate the Conference on getting the Delegate packet out on time this year and would like to see us continue to stick to the timeline on our Service Calendar.

Odene T, Trustee-elect (AB) envisions having a Conference in Mexico where addicts with records can go.

Sam W (OH) would like to see the stigma around mental health being gone, a more DEI-sure Fellowship and that all of the Committees are communicating really well and be able to provide information to the Delegates.

Rob B, Trustee-elect (BC) hopes that by 2050 that there will be no longer a need for Crystal Meth Anonymous.

Tim P, Trustee (GA) would like to see our name in textbooks so people know there is such a thing as CMA.

Dan B, Delegate (CA) hopes that there are meetings where meetings need to be.

Amber M, Delegate (HI) is a first time Delegate and can feel the passion from each person who has spoken this weekend. The Delegate Orientation was great and helped me feel more at ease. Maybe a need for Delegate Mentors and seeing more women and single mother meetings.

Phill B, Delegate (NJ) is starting Graduate School in January of 2023 at Hazelden/Betty Ford School of Addiction Services and is going to make sure that CMA is represented and that the faculty is aware of CMA.

Freddy D (CA) is always asked “Where is our Twelve Step Working Guide?” His hope is that we move from being a Fellowship to being a Program.

Tanner thanked the Assembly for their input. We certainly have our work cut out for us. For Tanner, he would hope that the Fellowship of 2050 would be thinking of the Fellowship of 2150.

Conference Committee Report (CONF): Robert S, Committee Chair

Robert reviewed the purpose and tasks that the Committee does and gave a history of the Conference, including our Virtual Conference that opened us to the ability to hold hybrid Conferences.

Robert introduced the incoming Committee Leadership and Committee Members. He also thanked the San Diego Host Committee Chair, Dean A, and the Host Committee for doing an amazing job through the weekend.



A review of the areas that the Conference Committee focuses on in getting to the Conference. Those included Budgets, Host City Bids, Registration, Hotel searches and menu selections to name a few.

A review of the locations of past Conferences was presented along with a look to the future. In 2023, we will return to New York City. The Conference theme will be "A Service State of Mind." In 2024 the General Service Conference will be held in Las Vegas, NV.

Robert reviewed the requirements to host a Conference in your city. For cities that would like to host the Conference, you can request a bid packet at Conference.chair@cmagso.net. You can submit your completed bid to the same email address. The deadline for 2025 is May 15, 2023.

The Conference Committee Report will be distributed by February 15, 2023.

Robert introduced the 2023 Conference Committee Officers and urged members of the Fellowship to join the Committee and help make next year's Conference even better.

Comments/Questions: No questions or comments were raised

Zack M, (AZ) made a motion to create a Committee to hold a World Convention for Crystal Meth Anonymous to take place on the 30th Anniversary of its inception (2024).

James C (AZ) seconded the motion.

James C (AZ) made a motion to divert from the Agenda.

Bryan M, Delegate (AZ) seconded the motion.

Election runner was launched for the vote.

Aaron M explained that if we do not reach quorum or the vote does not pass, this will be brought up in the Committee Meeting for further discussion.

Vote to divert from agenda - motion failed - 31 yes, 16 no, 6 abstentions.

Lee M (NV) made a motion to close the 2022 Conference, Odene T, (AB) seconded the motion.

~~~ SEE YOU IN NEW YORK ~~~~

## Gratitude Panel

As is tradition, at the end of the General Service Conference we held a Gratitude Panel. Six members of the Fellowship spoke. Those who spoke were: Vince P, Delegate (IL), Sam W, Delegate (IA), Gina B, Trustee (CA), Heather S, Delegate (CO), Russle G, Delegate (NC) and Joseph O, Delegate (MN).

The Gratitude Panel closed with the Serenity Prayer, en masse



# Appendices



**Appendix A:** CMA Service Structure Presentation



Crystal Meth Anonymous

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**2022 GENERAL SERVICE  
CONFERENCE**  
**SERVICE STRUCTURE**

Poll Everywhere

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Text: Bobbyk496 to 22333



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# 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** There 7 groups meeting in LA. They formed the General Service Committee (GSC) and began the process of legal incorporation as a California nonprofit corporation.

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

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

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

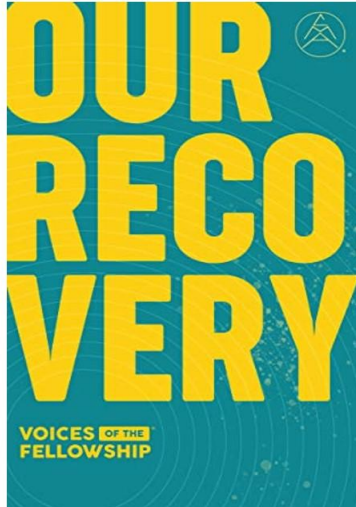
**2011** CMA released its first publication, "Crystal Clear: Stories of Hope"

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

**2020** CMA holds its first Virtual Conference Online!

**Question:**

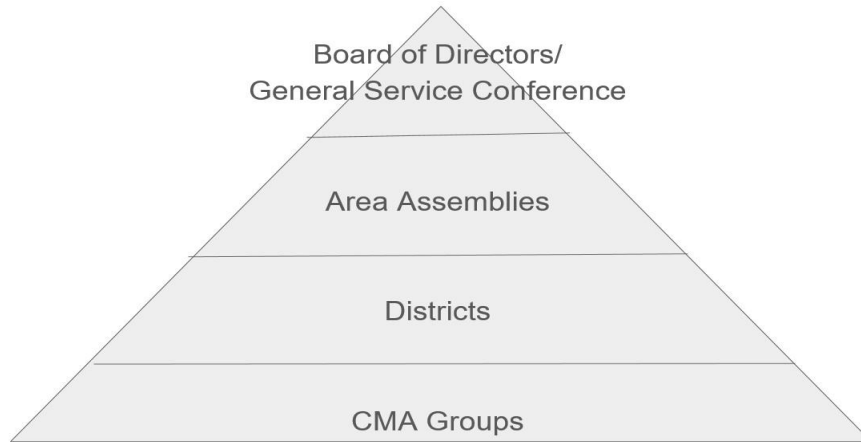
On What Date Was  
**Voices of the Fellowship:  
Our Recovery** released?



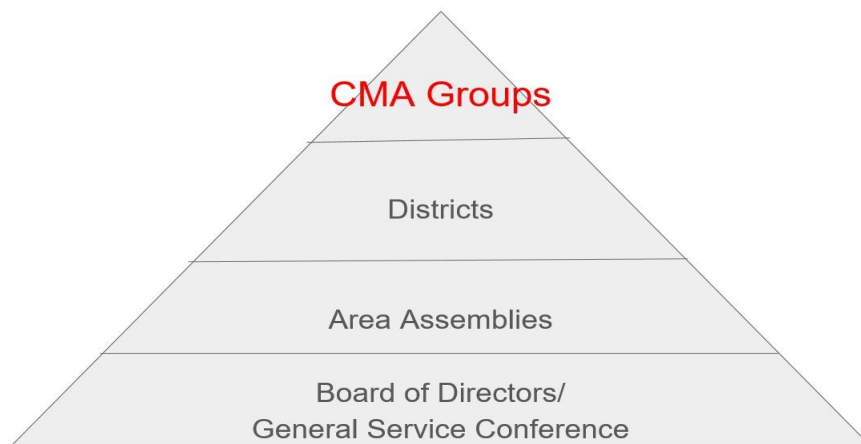
Poll Everywhere



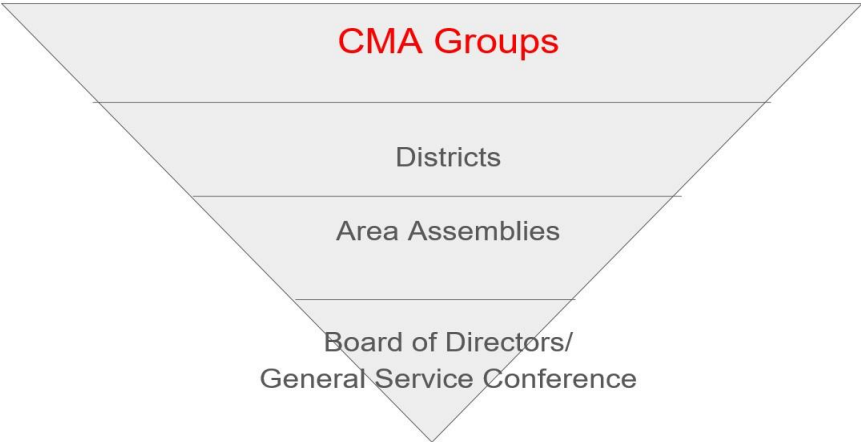
## CMA Service Structure if CMA was a typical organization



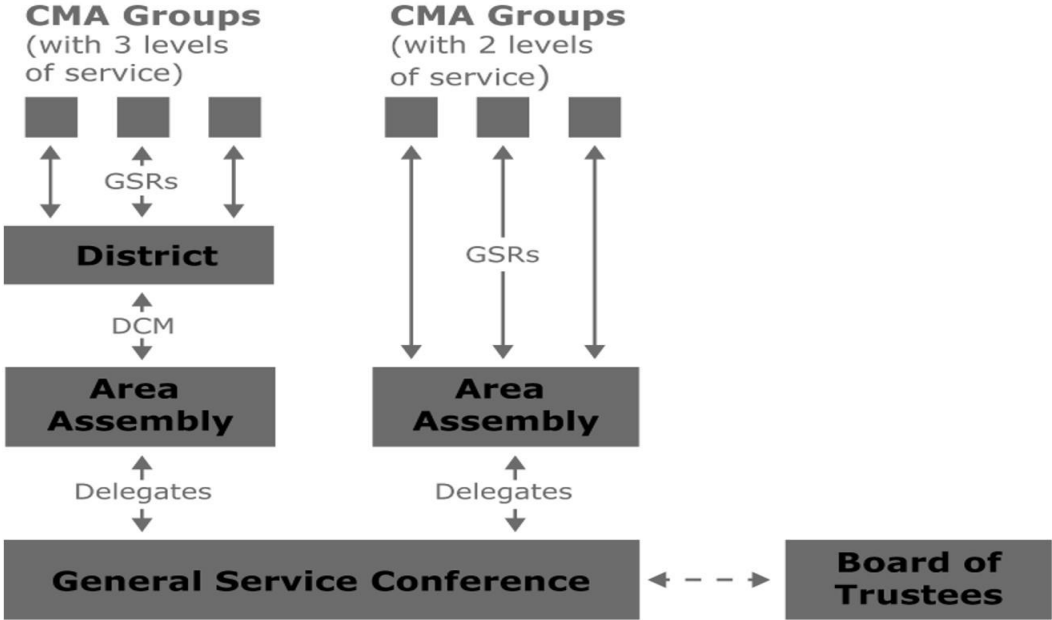
## CMA Service Structure



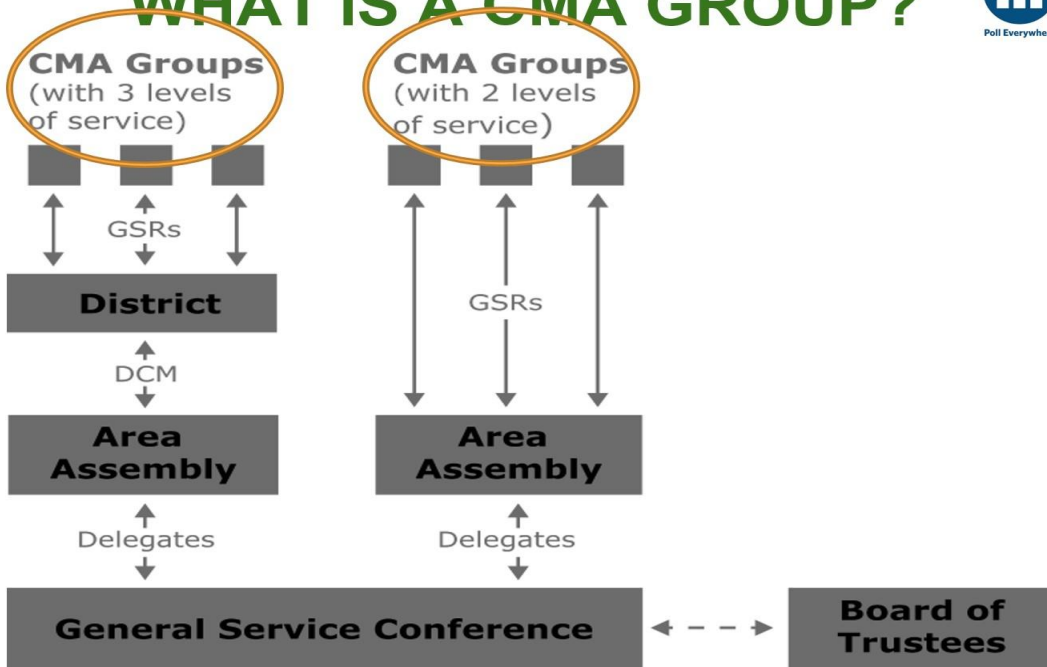
# CMA Service Structure



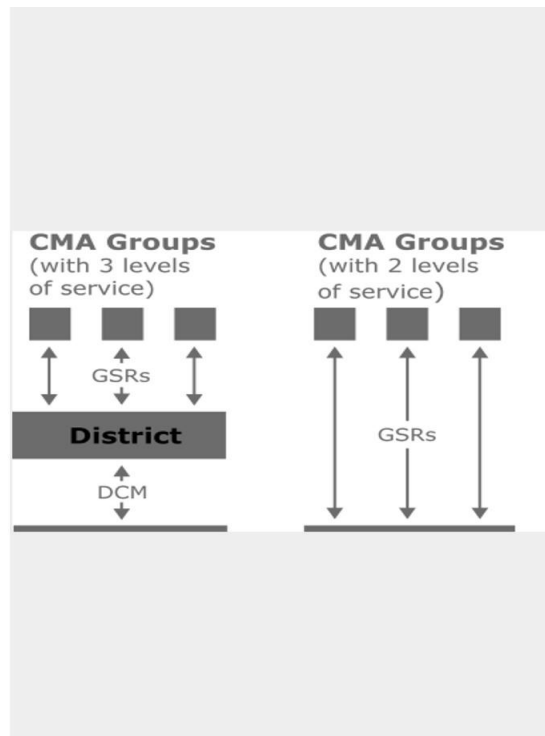
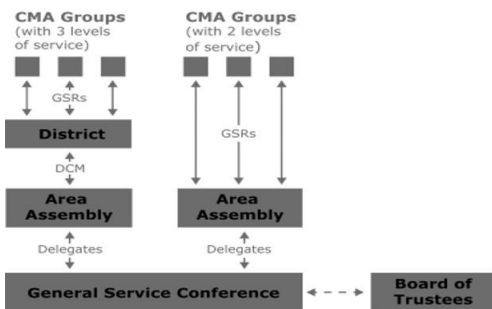
## CMA'S SERVICE STRUCTURE



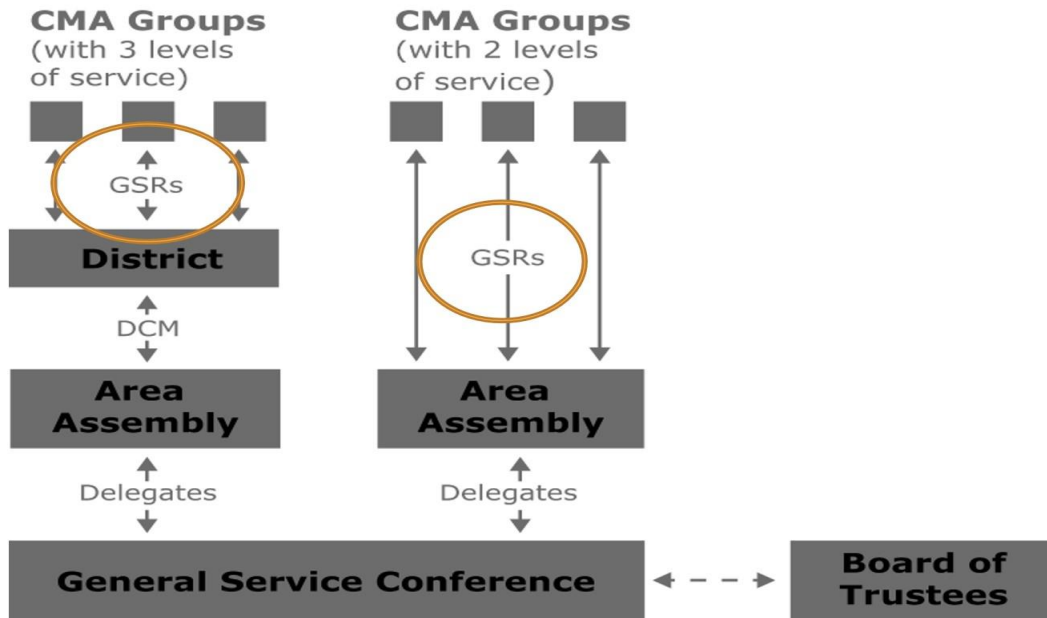
# WHAT IS A CMA GROUP?



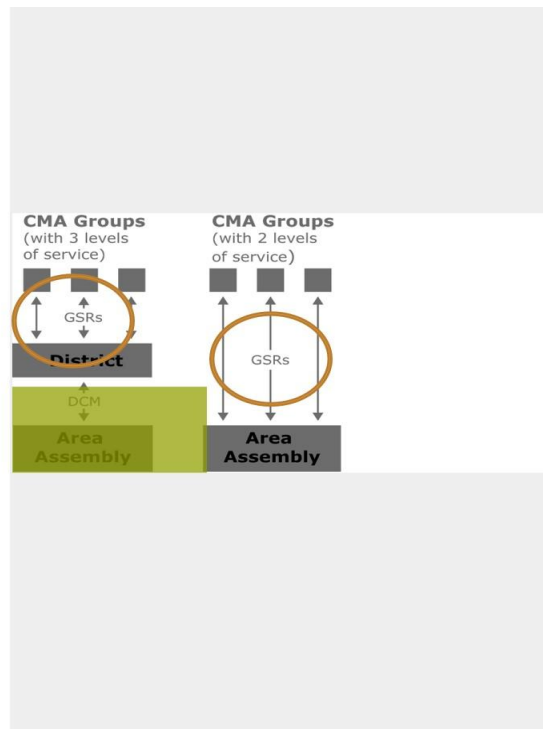
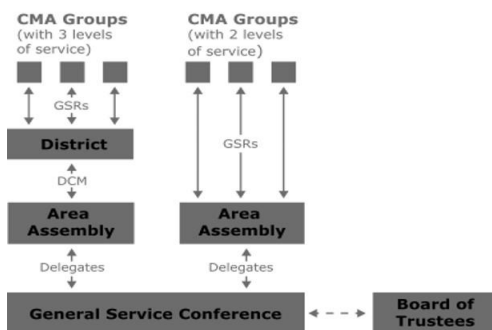
# WHAT IS A CMA GROUP?



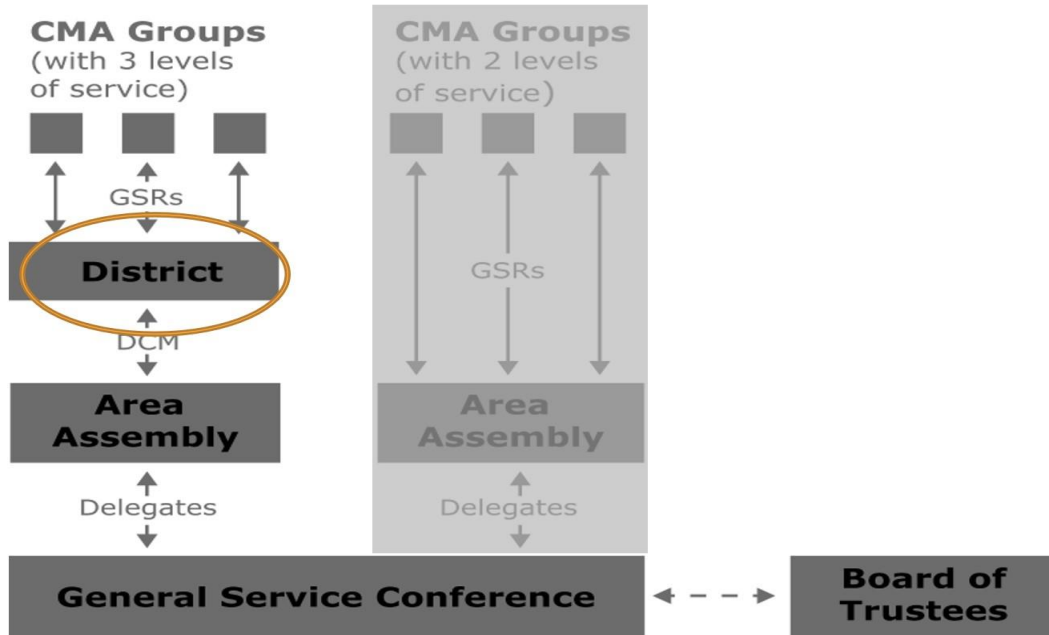
# WHAT IS A GSR?



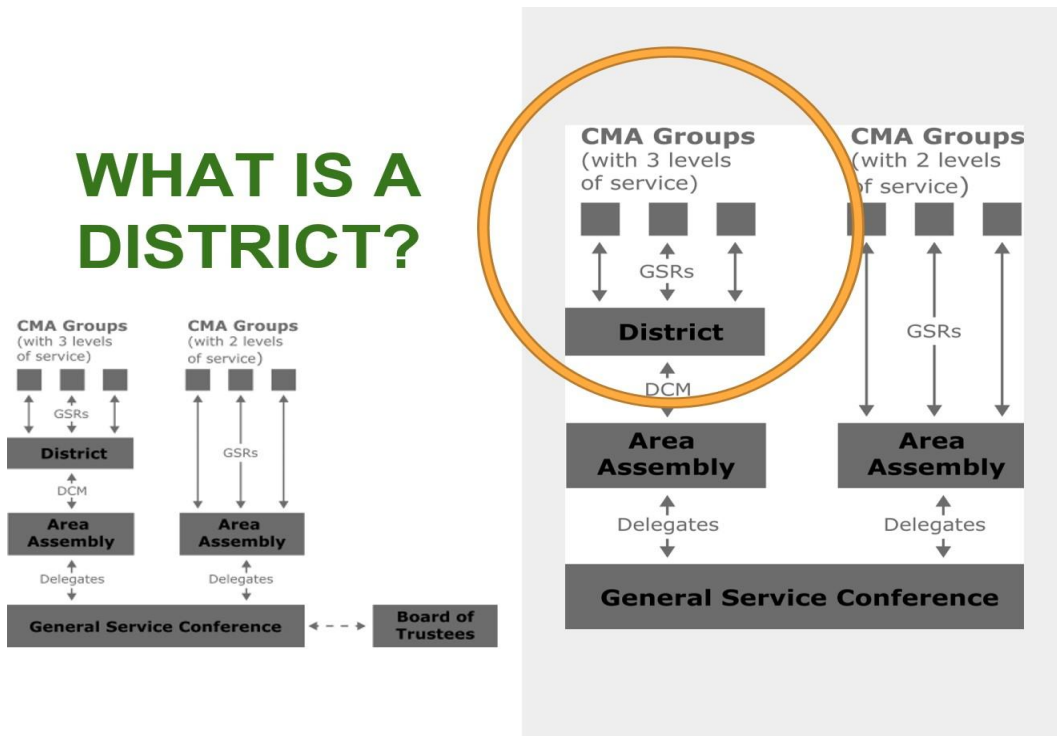
# WHAT IS A GSR?



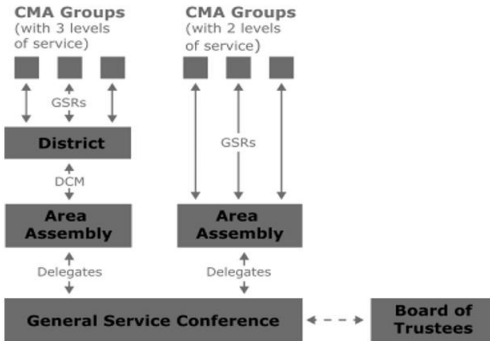
# WHAT IS A DISTRICT?



# WHAT IS A DISTRICT?



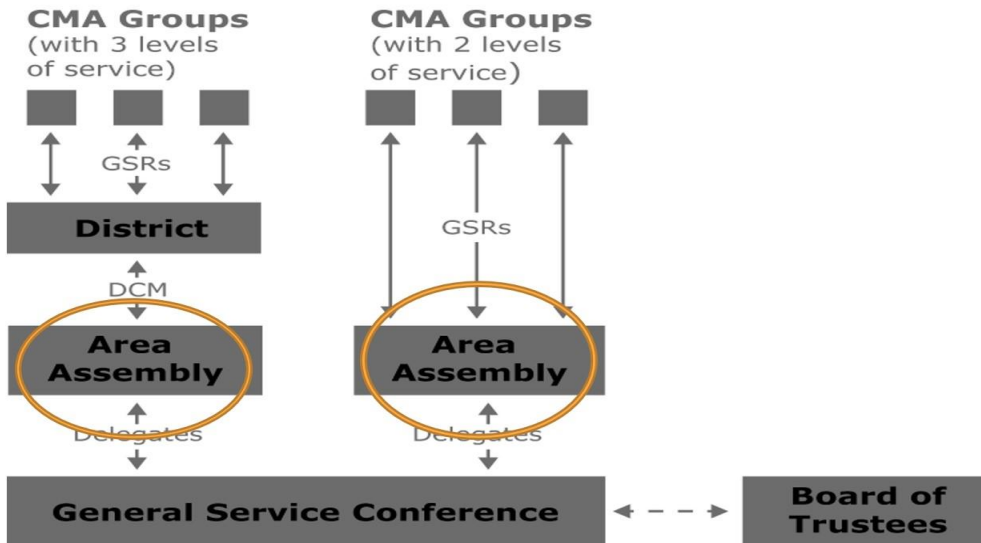
# WHAT IS AN AREA AND THE AREA ASSEMBLY?



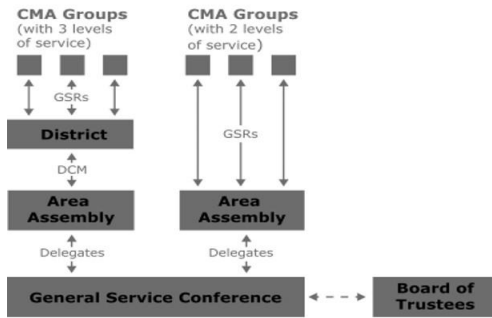
A CMA Area is a state/province-wide service structure that provides the fundamental mechanism for channeling the collective conscience of the groups to the General Service Conference. The Area Committee also facilitates communication among its groups and Districts.

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

# WHAT IS AN AREA AND THE AREA ASSEMBLY?



# WHAT IS A DELEGATE?

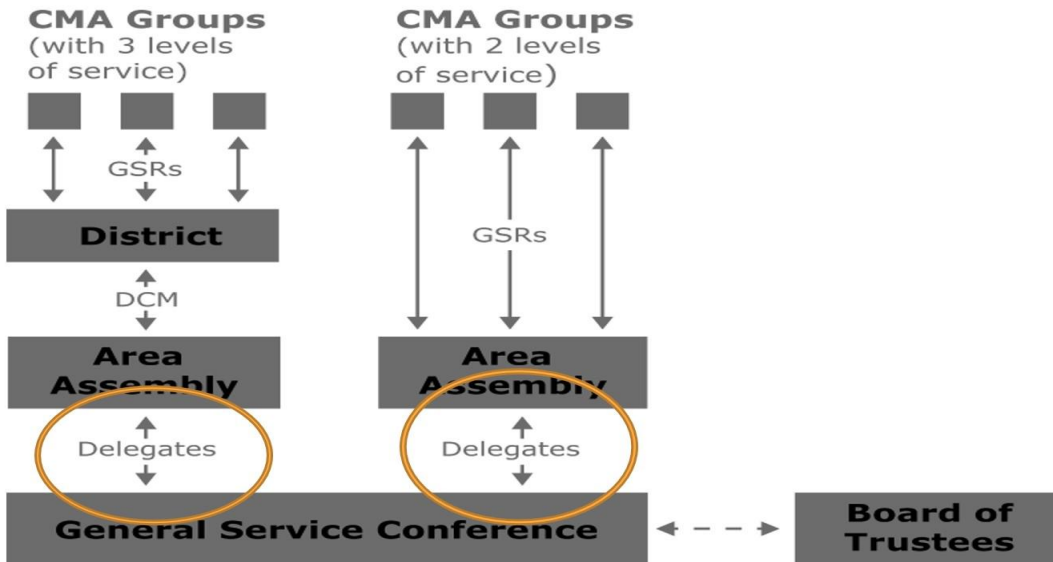


Area Delegates participate in Area Assemblies and the General Service Conference. They provide for the two-way flow of information and communication between the Conference and the Areas. The Delegates carry the voice and experience of their fellowships to the Conference, and report back from the Conference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

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

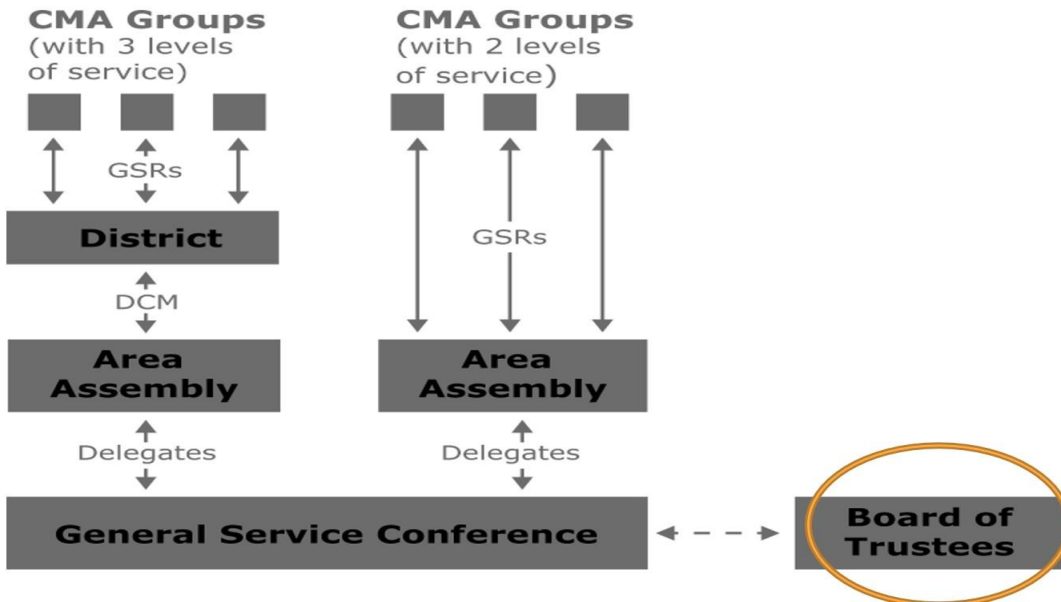
Delegates are also voting members of the Regional Assembly where Regional Trustees are nominated to the Board.

# WHAT IS A DELEGATE?

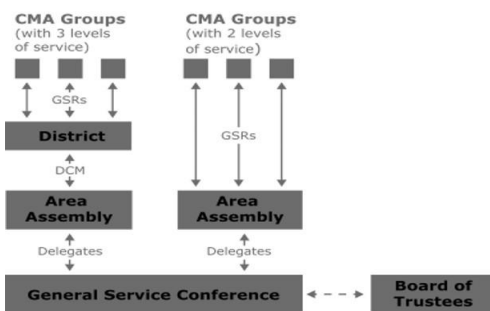




## WHO ARE THE BOARD OF TRUSTEES?



## WHO ARE THE BOARD OF TRUSTEES?



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

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

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

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

The Board of Trustees has two standing committees:

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



# WHAT IS A REGION?

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



The Board of Trustees has two standing committees

## GENERAL SERVICE COMMITTEE (GSC)

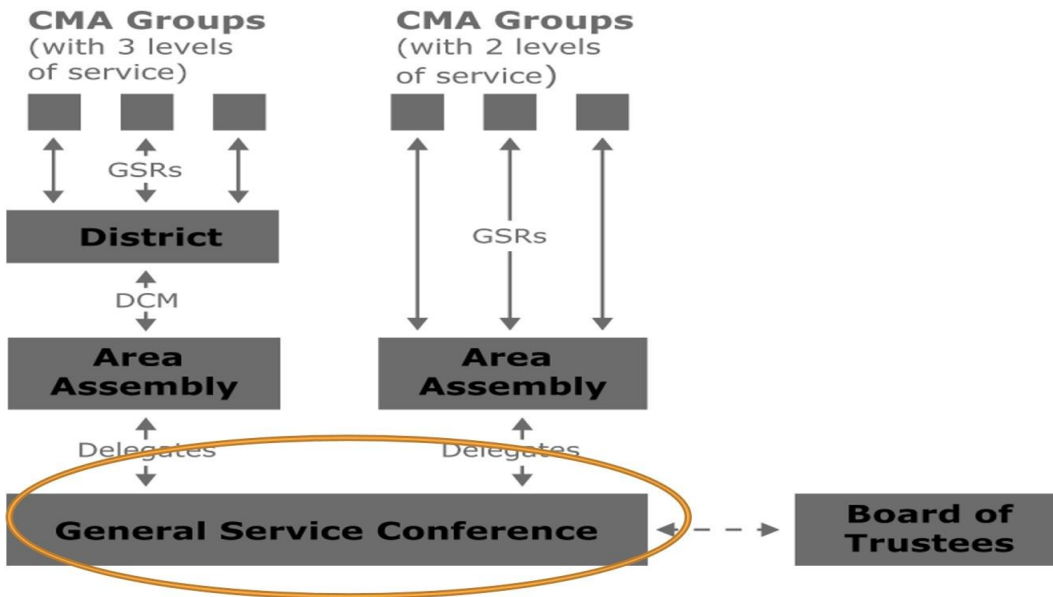
- ▶ The GSC's prime responsibility is to the Fellowship of CMA
- ▶ It consists of all the members of the Board and the Chairpersons of the Advisory Committees
- ▶ It has Seven(7) standing Advisory Committees:
  - ▶ Diversity, Equity and Inclusion
  - ▶ Literature
  - ▶ Hospitals & Institutions (H&I)
  - ▶ Public Information & Outreach (PI&O)
  - ▶ Communications
  - ▶ Finance
  - ▶ Conference Committee

## EXECUTIVE COMMITTEE

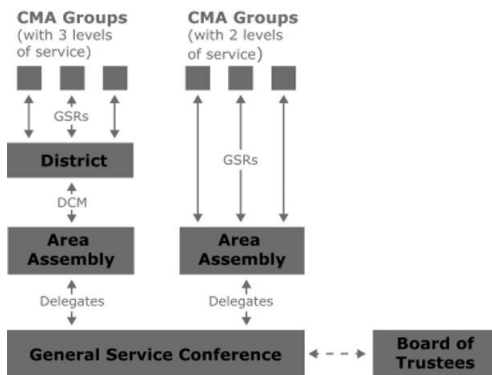
- ▶ The Executive Committee is primarily responsible for the "outward facing" issues of CMA.
- ▶ These are typically issues pertaining to the legal and financial operation of CMA.
- ▶ The Committee communicates with the IRS, State of California, and other state and federal agencies.



# What is the General Service Conference?



## WHAT IS THE GENERAL SERVICE CONFERENCE?



The General Service Conference is the effective voice and collective conscious of the Fellowship of Crystal Meth Anonymous (Concept 2). This voice is carried by the GSRs to the Area Delegates, who bring their voices to the Conference. This mechanism ensures that the member groups of CMA can provide spiritual direction to the Board of Trustees and its standing committees on matters of policy and issues affecting our collective Fellowship. It ensures that all voices of the Fellowship are heard and protects us from the “tyranny of the few”.

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

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



# WHAT ABOUT INTERGROUPS?

## CMA ORGANIZATION

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

## INTERGROUPS

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



## WHERE WE STAND TODAY

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

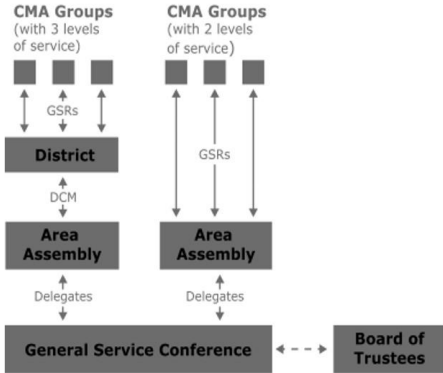
Since its inception, CMA has spread to at least four continents. There are CMA groups operating in Australia, Bangladesh, France, Germany, Great Britain, Iran, The Netherlands, Spain, Southeast Asia, South Africa, Russia, Brazil, Columbia.

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

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



# THANK YOU!



# QUESTIONS?

CHECKOUT THE  
CMA SERVICE MANUAL!



<https://conference.crystalmeth.org>

P Appendix A CMA 2022 Service Structure Conference Presentation-2....



**Appendix B:** Annual Financial Report



2022  
CMA  
General Service  
Conference  
San Diego  
California

The logo consists of a stylized triangle with three horizontal lines inside. The word "Finance" is written in green along the left side, "Advisory" is written in green along the right side, and "Committee" is written in green at the bottom.

Financial Update

FY 2022  
(7/1/2021 - 6/30/22)



A bar chart with three black bars of increasing height from left to right. A green arrow points upwards and to the right, indicating growth or an upward trend.



## Concept XII

Reminds us that

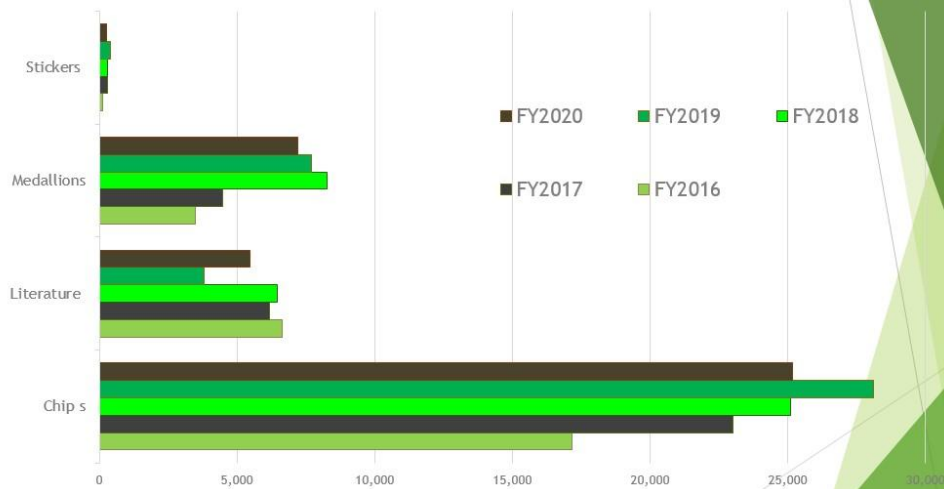
"sufficient operating funds and reserve  
be our prudent financial principle"

This means that we can

**only do what we can afford,**

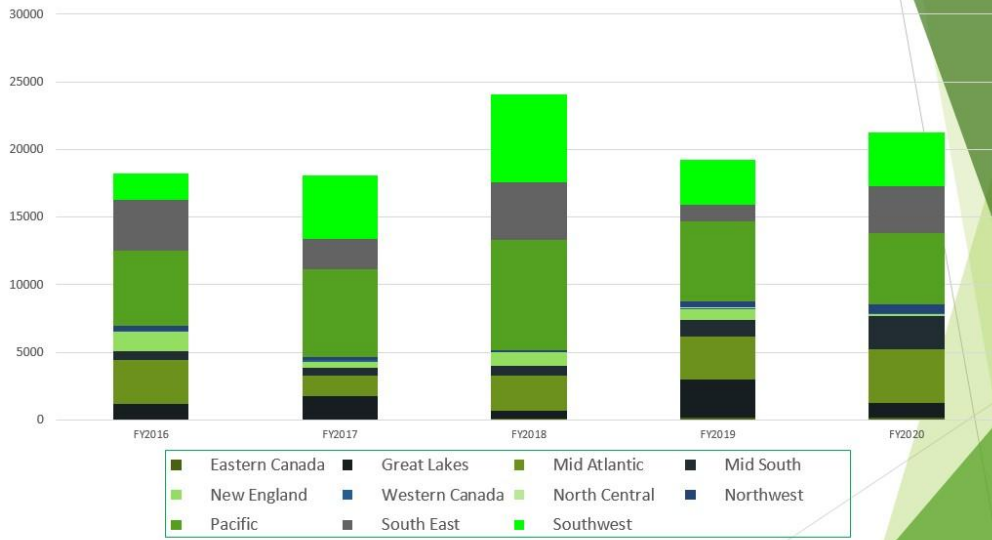
exercising caution when allocating our  
limited resources

## Sales





### Seventh Tradition Contributions



### Total Expenses



**Balance Sheet**  
As of June 30, 2020

| <b>ASSETS</b>                 |                       |
|-------------------------------|-----------------------|
| Total Bank Accounts           | 74,158                |
| Book Inventory                | 74                    |
| Chip Inventory                | 19,135                |
| Medalion Inventory            | 5,639                 |
| Prepaid Expenses              | 6,821                 |
|                               | <u><u>105,828</u></u> |
| <b>LIABILITIES AND EQUITY</b> |                       |
| Current Liabilities           | 4,619                 |
| Retained Earnings             | 82,536                |
| Net Income                    | 18,673                |
|                               | <u><u>105,828</u></u> |

**Statement  
of Financial  
Position**

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

|                              | Actual               | Annual Budget        | over Annual<br>Budget |
|------------------------------|----------------------|----------------------|-----------------------|
| <b>Revenue</b>               |                      |                      |                       |
| Conference Income            | 15,211               | 12,810               | 2,401                 |
| Contributions - Restricted   | 4,150                | 0                    | 4,150                 |
| Contributions - Unrestricted | 155                  | 0                    | 155                   |
| Eastern Canada Region        | 150                  | 200                  | (50)                  |
| Great Lakes Region           | 1,101                | 1,200                | (99)                  |
| Mid Atlantic Region          | 3,983                | 2,800                | 1,183                 |
| Mid South Region             | 2,412                | 800                  | 1,612                 |
| New England Region           | 193                  | 400                  | (207)                 |
| North Central Region         |                      | 100                  | (100)                 |
| Northwest Region             | 637                  | 300                  | 337                   |
| Pacific Region               | 5,289                | 6,000                | (711)                 |
| South East Region            | 3,481                | 2,500                | 981                   |
| Southwest Region             | 3,945                | 3,500                | 445                   |
| Western Canada Region        | 38                   | 50                   | (12)                  |
| Chip Sales                   | 25,186               | 27,000               | (1,814)               |
| Literature Sales             | 5,477                | 6,500                | (1,023)               |
| Medalion Sales               | 7,205                | 7,500                | (295)                 |
| Stickers Sales               | 260                  | 250                  | 10                    |
| Shipping Revenue             | 4,290                |                      | 4,290                 |
| Shipping Income              | 2,874                | 4,000                | (1,126)               |
|                              | <u><u>86,063</u></u> | <u><u>75,910</u></u> | <u><u>10,153</u></u>  |

**Statement  
of Financial  
Position**



| <b>Cost of Goods Sold</b>         |               |               |          |
|-----------------------------------|---------------|---------------|----------|
| Literature Printing Expense       | 167           | 345           | (178)    |
| Chip & Medallion Purchase Expense | 14,419        | 16,000        | (1,581)  |
| Cost of Goods Sold                | 149           |               |          |
| Fulfillment Expense               |               | 300           |          |
| Labor for Fulfillment             | 1,466         | 1,000         | 466      |
| Shipping (UPS/USPS)               | 5,038         | 4,000         | 1,038    |
| Shipping Supplies                 | 555           | 300           | 255      |
|                                   | <u>21,795</u> | <u>21,945</u> | <u>0</u> |
| Gross Margin                      | 23,523        | 23,305        | 218      |
| Net Revenues                      | 64,268        | 53,965        | 10,153   |

## Statement of Financial Position

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

|                                      | Actual        | Annual Budget | over Annual Budget |
|--------------------------------------|---------------|---------------|--------------------|
| <b>Expenses</b>                      |               |               |                    |
| Archival Expenses                    | 1,250         | 1,200         | 50                 |
| Bank Charges                         | 1             | 0             | 1                  |
| PayPal Charges                       | 1,674         | 1,000         | 674                |
| Square Processing Fees               | 126           | 125           | 1                  |
| Conference Expenses                  | 13,281        | 12,814        | 363                |
| H&I Supplies & Materials             | 507           | 700           | (193)              |
| Insurance                            | 1,776         | 1,500         | 276                |
| LAC Supplies & Materials             | 1,282         | 700           | 582                |
| Legal & Professional Fees            | 8,519         | 5,200         | 2,725              |
| Office Expenses                      | 1,635         | 1,621         | 14                 |
| Total PI Supplies & Materials        | 0             | 750           | 0                  |
| PO Box Rental                        |               | 400           | (400)              |
| Annual Board Meeting                 |               | 1,700         | (1,700)            |
| Taxes & Licenses                     | 25            | 25            | 0                  |
| Travel                               | 13,877        | 20,950        | (7,073)            |
| Telephone                            | 393           | 300           | 93                 |
| Webhosting                           | 1,561         | 1,300         | 261                |
|                                      | <u>45,907</u> | <u>56,285</u> | <u>(4,907)</u>     |
| Net Operating Revenues over Expenses | 18,361        | (2,320)       | 15,060             |

## Statement of Financial Position



## Statement of Financial Position

|                               |               |                |               |
|-------------------------------|---------------|----------------|---------------|
| <b>Other Income</b>           |               |                |               |
| Interest Earned               | 295           | 4              | 291           |
| Other Income                  | 125           | 0              | 125           |
| Reconciliation Discrepancies  | (109)         | 0              | (109)         |
|                               | <u>311</u>    | <u>4</u>       | <u>307</u>    |
| <b>Revenues over Expenses</b> | <u>18,673</u> | <u>(2,316)</u> | <u>15,367</u> |



# Where spirituality and money coalesce...

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

## Donations

[crystalmeth.org/contributions](https://crystalmeth.org/contributions)

[paypal.me/cma1994](https://paypal.me/cma1994)

## Questions?

[treasurer@cmagso.net](mailto:treasurer@cmagso.net)



**P** Appendix B 2022 Conference Treasurer Presentation.pptx



## **Appendix C: Finance Conference Committee Report and Presentation**

**Crystal Meth Anonymous  
General Service Conference  
Finance Conference Committee Break-Out Minutes  
Friday, October 21, 2022  
Doubletree San Diego Downtown  
9:00 AM - 6:00 PM**

**Call To Order: 9:33am PDT**

**Attendance and Quorum:**

- **Bruce W**
- **Tanner W**
- **Isaac K**
- **Rob R**
- **Odene T**
- **Thomas W**
- **Brenda BS**
- **Yvonne W**

**Discussion Topics:**

- **Finance Policies**
  - **Investment Policy Guidelines** - what do we do with cash the organization keeps on hand, which is not generating any real interest for the organization; Brenda asks how doing any outside investment isn't contradictory to the Tradition that we should not affiliate with any outside organizations and the risks inherently associated with investment itself; Tanner points out that we would not own stocks because of the risk involved, but could look at simple CDs or similar instruments; Odene questions if earning higher interest on our funds is still in-line with being self-supporting through our own contributions; Isaac points out that prudent investment is a very real idea and aligns with Concept 12 in maintaining operating funds and prudent reserve; Brenda points out that we have already approved financial institutions that we can just have our CD through, but what do we do if we need to have access the money set aside for investment? Can we have access to it?; Tanner points out that there are often clauses in CDs that allow us to remove the funds if needed with a fee associated and that we probably would not be looking at investing much beyond CDs;



Odene points out that he was just wanting to point out that the Seventh Tradition indicates that self-supporting donations are the only form of income mentioned in the Traditions and wanted to ensure that interest income doesn't go against this policy; Rob states that AA has a policy similar to this so there is precedence for this kind of action; Bruce explained the thought process of the Federal Reserve when setting interest rates in combating inflation, etc. and that we can do research to find the best interest rate possible, whether it is with our current financial institution or not; Isaac wants to look into what effect reducing our current balance(s) will have on our accounts (i.e. extra fees, reduced benefits, etc.)

- **Discussion Around Capitalization Thresholds** - Tanner describes capitalization as an accounting process where we take an item that we purchase and list it as an asset on our Balance Sheet, which currently only the chips and other merchandise are listed as assets, but at what point does a purchase become capitalized and listed as an asset on the Balance Sheet? Brenda suggests that there be a monetary level which when exceeded the item becomes capitalized; Bruce explains that capitalizing expense allows you to cost out the expense over time which in turn allows you to have more funds available for line items such as travel reimbursement and Advisory Committee projects, but there is paperwork and accounting that needs to be done; **Rob R makes a Motion that we recommend to the Board that assets costing more than 5% of the previous fiscal year's expenses that will last in excess of 3 years be capitalized, Odene seconds the Motion; Vote: 7 yay, 0 nay, 0 abstentions; Motion passes unanimously**
- **Five-Year Capital Planning** - given the Vision Workgroup is looking at what the fellowship will look like in the next 5 years (i.e. brick and mortar Central Office, Webmaster, app continuation and updates, etc.) we must consider how the Finance Advisory Committee can assist the fellowship achieve these goals
- **Chart of Accounts** - there are accounts listed in our QuickBooks data that we no longer use, but have historical value that would need to be extracted and the information placed elsewhere to make things more streamlined, also Advisory Committee projects/work are not detailed out enough; would be beneficial to have a non-financial minded person assist in reviewing the chart of accounts to say what they do and don't understand; Tanner pulled up the Chart of Accounts in QuickBooks to look at some of the accounts that have no current data in them and could be removed, but points out that this project could be labor-intensive with very little benefit; review of the Financial report showed increased narrative and decreased financial detail, but consideration given to whether we should increase detail to certain line items (i.e. Total Expenses to include Committee-level expenses); work done to give LAC their sales breakdown and



add narrative description and reduce detail line items should be tested for usefulness in the coming fiscal year before this topic is revisited

- **Revenue Generation** - Odene suggest that it would be good to have more variety/options in greeting cards; Yvonne suggests finding a new vendor to supply keychain coin holders; Isaac suggests popsockets (again); Rob R suggests coin pouches and leather book covers for forthcoming meditation reader and the Voices of the Fellowship books; Bruce offers Voice of the Fellowship in foreign languages, Odene states that having Crystal Clear translated in French would be very beneficial for a lot of meetings in Canada and Isaac states that French is the second most spoken language in the world and would therefore make it extremely useful; pamphlet holder (pending redesign of pamphlets); Brian from AZ states that logo apparel should be an easy item to generate if we use a third-party vendor to do all of the physical logistics and we just sell the item; Brian from AZ states that we should probably look at how much actual profit we make in a year from literature and chips; Brian suggests that we self-source CMA-branded clothing items because that can yield high profit margins and that we use a business that will create a design around our logo for a small investment; Brian posits that we could use the Conference as a revenue-generating event by charging for access to the entertainment, while Brenda mentioned that we could hold a raffle and/or silent auction at the Conference to generate
- **FAC Town Hall Topic** - 2020 was the first FAC Town Hall, which was very successful; topics presented were: Virtual Seventh Tradition and Intellectual Property; 2021 FAC Town Hall topic was Virtual Seventh Tradition in light of the COVID-19 pandemic; no FAC Town Hall was presented in 2022; Rob explains that he hears from a lot of groups that aren't sure what to do with the excess funds generated with virtual and hybrid meetings (i.e. what is the correct percentage to send to General Services, intergroup, Area, etc.) so we should offer suggestions and assistance to these groups; Brenda asks how to continue to collect virtual Seventh Tradition given the new tax implications put in place by Venmo (\$600 threshold is reported by Venmo to the IRS); Final topics: Virtual 7th Tradition and Group Financial Planning Beyond the Prudent Reserve
- **30-Year Tri-Plate Medallion Color** - beginning discussion of what color we should have the 30-year tri-plate medallions; discussion will continue at the next regularly scheduled Finance Advisory Committee meeting





# 2022 GSC Finance Advisory Conference Committee

October 2022

## 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](mailto:bruce.w@cmagso.net)



## 2022 FCC Committee Members

- ▶ Tanner W (T) - Board Treasurer/Co-Chair
- ▶ Robert R (T)
- ▶ Yvonne W (T) - Fulfillment
- ▶ Isaac K (D) - Secretary
- ▶ Odene T (F)
- ▶ Bruce W (F) - 2022 Chair
- ▶ Brenda BS (D)
- ▶ Thomas W (D)
- ▶ Gina B (T)

(T) - Trustee  
(D) - Delegate  
(F) - FAC Member

## 2023 FAC Committee Officers

- ▶ Isaac K - Chair
- ▶ Robert R - Co-Chair
- ▶ Odene T - Secretary
- ▶ Yvonne W - Fulfillment

## 2022 FAC Goals and Objectives

- Build Out CMA Intellectual Property 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



## 2022 Finance Conference Committee Breakout Topics - Agenda

- ▶ a.) Finance Policies- the Finance Advisory Committee will prepare policy topics input; topics are: Investment Guidelines, Capitalization Thresholds, and Five Year Capital Planning
- ▶ b.) Profit Guidelines for Pricing- the Finance Advisory Committee will discuss how to set standards for pricing our products on our web store or on sales websites to balance service to the fellowship and our fiscal responsibilities
- ▶ c.) Chart of Accounts - the Finance Advisory Committee will 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 - the Finance Advisory Committee will 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.) 2023 FAC Town Hall Topics - the Finance Advisory Committee will consider possible topics for the 2023 FAC Town Hall with feedback from the wider fellowship

## Finance Policies - Investment Guidelines

The committee discussed the advantages and disadvantages with regards to how and if we should invest our money (prudent reserve) to earn additional income.

### Topics

- ▶ Traditions about not being involved in outside entities
- ▶ Fully self supporting thru group contributions
- ▶ Stocks are far to risky for this enterprise
- ▶ Safe items: e.g. Certificate of Deposit, High Interest Savings
- ▶ Investing is in line with Concept 12 maintaining prudent reserve - prudent investing
- ▶ Balance duration risk and rewards: the need to quickly access funds

### Recommendation

- ▶ FAC to research interest rates on High Yield Savings and Certificate of Deposits and make a FAC/Board recommendation for an increased interest rate account
- ▶ FAC to research consequences of lowering our balance in our existing accounts as part of that recommendation



## Finance Policies - Capitalization Thresholds

The committee feels it should set a reasonable threshold in proportion to our annual expenses as a capitalization threshold for assets that last at least 3 years

### Topics

- ▶ Accounting method of taking something that we purchase and adding it to our balance sheet and paying for it over time (chips and merchandise today)
- ▶ Better accounting for things that last multiple years - e.g. CMA App, physical building, a/v and computer equipment

### Recommendation

- ▶ Approved Motion - Recommend to the board assets costing more than 5% of previous fiscal years expenses lasting 3 or more years be set as a capitalization threshold

## Finance Policies - Five Year Capital Planning - Vision Committee

How can the Finance Advisory Committee support the vision committee achieving its five-year objectives

### Topics

The Vision Workgroup exists to build a CMA Fellowship whose service structure will endure. It will accomplish this by facilitating decisions and harnessing resources to support the following outcomes.

- ▶ Establish a physical location for fulfillment, communications, and administrative support.
- ▶ Develop a system of successful succession planning for the Board.
- ▶ Develop a system of successful long-term financial planning.
- ▶ Building a Fellowship where every addict feels welcomed, wanted and needed.

### Recommendation

- ▶ Assign standing liaisons from FAC to Vision Committee
  - ▶ Rob R
  - ▶ Tanner W
  - ▶ Yvonne W



## Profit Guidelines for Pricing

Earlier this year the FAC made a recommendation to the Board for a profit guideline to set minimums for profit percentages and the board approved

### Topics

- ▶ The income from groups and sales do not cover all of our expenses like funding trustee, advisory chair travel
- ▶ The FAC felt a standard set of principles should be used when evaluating the profit for an item
- ▶ The FAC also felt sometimes profit margins might exceed these standards when market pricing justified a higher markup

### Recommendation

- ▶ 100% Markup for items under 1\$
- ▶ 50% Markup for 1-30\$ items
- ▶ 30% Markup for items over 30\$

## 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

- ▶ Chart of accounts in our Quickbooks file have evolved over years and would benefit from cleanup/consolidation
- ▶ Don't have a separate section for advisory committee work
- ▶ Need input from non-financial people in what makes sense
- ▶ Our 2022 approach is to have less detailed disclosures and more commentary and a literature report

### Recommendation

- ▶ Continue with these changes another year and revisit next year



## Revenue Generation

New ideas are discussed at each conference

### Easy

- ▶ Merchandise
  - ▶ New coin holders / keychain
  - ▶ Greeting Card selection
  - ▶ Pop Sockets
  - ▶ Banners
  - ▶ Bling Pouches
- ▶ Leather Book covers
- ▶ Pamphlet Holder post re-design

### Harder

- ▶ VOTF in foreign languages
- ▶ Logo'ed Apparel -Conference related activities
- ▶ Fundraising activities -auctions / raffles
- ▶ Logo'ed Jewelry
- ▶ Logo'ed Ornament

**request for design skills**

## 2023 FAC Town Hall Topic

- 2020 and 2021 we had FAC Town Halls which were very successful. We had a discussion on picking a topic for the 2023 town hall.

### Objectives

- ▶ What do we do with the excess funds as meetings are staying virtual
- ▶ How to manage finances as meetings return to in person
- ▶ How to collect funds from virtual meetings keeping in mind the new tax rules (Venmo, Cashapp)
- ▶ Group financial planning beyond prudent reserve


### Recommendation

- ▶ How to continue to collect virtual 7<sup>th</sup> tradition in light of new tax implications on Venmo, Cashapp
- ▶ Group financial planning beyond prudent reserve



## Fulfillment Summary - Yvonne W

- ▶ The new 12 step and 12 tradition banners have been printed and are here to view and are available here and on the website for sale
- ▶ The new bronze medallions are in - 21-25 years
- ▶ The new tri-plate 25-year medallion is in - it is silver
- ▶ The new stickers are printed and are available in black and multi-colored
- ▶ Busy year
- ▶ New additional ChipMonk - Team of 3 in Sunny Arizona (John E, Moe G)
- ▶ Moved everything into a storage unit which is insured
- ▶ Rough draft of contingency plan is in finance committee review
- ▶ Increased price of plastic chips from 40-50 cents

 Appendix C 2022 Conference Committee.pptx





## **Appendix D:** Communications Conference Committee Report and Presentation

**Crystal Meth Anonymous  
General Service Conference  
Communications Advisory Committee Break-Out Minutes  
Friday, October 21, 2022  
Doubletree San Diego Downtown  
9:00 AM - 6:00 PM**

**Join Zoom Meeting  
Room ID: 847 9672 4243  
Passcode: 117991**

Serenity Prayer - Dale G.

Twelve Concepts for World Service - Concept 10 - Jon M.

Attendees - Brandon S., Jon M., Rich L., John E., David T., Pete S., Brianna D., Irene B., Dale G., Eric M., Tom W., Gina B., John Me., James C., Wiafe, John G

**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](http://www.crystalmeth.org).
- Establishing recommended guidelines for communication.

### **Agenda Items**

**Conference Assembly Voting Members** - 3 votes in addition to those who already have voting rights (Chair and two others - Pete and John E.)

### **Introductions/Check Ins**

**CMA App - Dale** - CMA App - Dale - shared screen to show the look of the app, developer to send test flight hopefully for tomorrow, data is not shared so users need to pay for the app at levels (c. \$5/\$12)

- screen shares: home page, loading page, daily reading, favorite and upcoming meetings, speaker of the day but SoundCloud is not integrated into app but will link to the site, map build will be added into next phase of development
- resources include CMA readings, pamphlets, meeting formats, external links (hotline, CMA website, CMA store), circles page to create groups (for those with higher annual cost, either level of app can be added to a circle)
- testing for iPhone currently and then to Android, testing in U.S. to start and then to other regions/countries, notifications flexibility, setting are simple, does not collect



- information, need for those to do testing
- building on AWS platform, app will connect to the website daily for meeting changes, ADA features are built in but not clear as to extent, app is built with just a few details being worked out, timeline for rollout is coming soon, offline access to resources and documents from website, suggestion to include the service portal (perhaps for next phase), planning to have annual updates that the app designer will take care of for us; presentation will be made to the conference assembly either Saturday or Sunday.

**Speaker Recordings (11:15 AM)** - James posted about 50 and has some in the pipeline. James encouraged members to get speaker recordings submitted. Stories are listened to immediately when they are posted. Catering to tweakers who don't know about CMA.

- Looking for a range of stories.
- James has separate workgroups to listen to the submissions and asks for more participants – [james.ca@cmagso.net](mailto:james.ca@cmagso.net)
- Ideas for future – speaker-of-the-day
- Pete – We may be able to create groups of recordings. Will research.
- NY – Recordings aren't getting through. Per James, submitting through the website is best via Hear Our Stories. James works with Lit for those that get submitted the wrong way. If someone is not seeing their story, please follow with James and he will chase it down.
- John G – Feels it's important that the group listening and approving is diverse and representative.
- Michael asked about Spanish submittals and James will find people to listen and approve.
- James is looking for a way that someone can drop recordings and waivers into a folder.
- Eric suggested following up with members when their stories are posted. James does this if he has contact information.
- Dale pointed out that on Soundcloud we are CMA Speakers and someone else has taken Crystal Meth Anonymous so James is going to look into it and meet with Bruce.
- Pete increased the max upload file size from 80MB to 128MB.

**Website** - Pete & Gina - Here is an overview of our presentation.

- 1. Explanation of the re-templating of CMA Service
- 2. CMA GSO Conference Technology Workgroup 2022.pdf
- 3. [cmainla.com](http://cmainla.com) aimed at newcomers
- 4. stories and tsml sample(s) at [cmaroundups](http://cmaroundups)
- 5. crystalmeth [new homepage](http://new.homepage) SEO friendly.

Pete additionally shared sample and set sites.

Code4recovery is the recovery sites webmaster group that Pete has been working with to make improvements to our website and create information to pass along to other webmasters

Call to the fellowship will be made to create a website technical workgroup.

Question about who website questions are going to and then changed to new P I & O



Chair.

**\*Note full notes from Pete & Gina below, along with powerpoint attachment**

**Service Portal** - Gina - shared concern about who is allowed on the service portal, should those interested in GSC service work be allowed to join? Question about purpose of service portal, discussion; time spent for committee members to review the service portal

**Pamphlet Redesign** - Flip the title page to horizontal. Need someone who knows inDesign to help get it done – about 15 hours of work. 18 pamphlets in total. 8 are done. Wiafe is going to do it. Feedback provided that the format of the pamphlets is dense and the font is small for the newcomer.

**Social Media/Facebook** - discussed throughout other topics of discussion; waiting also for the app to be released to discuss further.

**Newsletters** - has been intended to go out via email on a quarterly basis, often sent out when Literature or Finance have new releases and items for sale.

**Communication Process** - review of process graphic and communications Request form (Google), should be added to the service portal website, form should be proofed, information received can be processed through a work group or through Communications committee; discussion to share in conference report as well as through liaisons

#### **Committee Liaisons -**

- **Conference** - Jon M.
- **Finance** - Gina B.
- **Literature** - Dale G.
- **DEI** - John E.
- **P I & O** - Tom W.
- **H & I** - Dan B.

#### **Open -**

- Review of Communications goals for last year: CMA app, website updates, service portal, pamphlet redesign, speaker playlists/tags, communication process, continued support to other committees
- Discussion for goals for this year: tech work group, website SEO, app final development and rollout, finish pamphlet redesign, collaboration with P I & O for communication social media platforms, claiming platform domain handles, optimize use of service portal
- Discussion about communication using social media; ownership of domains typically through Communications, P I & O and other committees provide content

**Adjourn - 4:30 p.m.**



## \*CMA GSO Conference Technology Workgroup 2022 - Pete & Gina

We took on the challenge of learning how AA successfully has promoted AA via its web and social media profiles – we've learned there is much to learn. We were reminded that CMA *is not secret*, and we need to make sure our newcomer is our primary purpose. Since the forthcoming CMA app is developed more for the CMA member, we believe it is time our CMA website be aimed more at our newcomer. For most of our existence the CMA web presence has been aimed at our members. To this end, Gina B. and I have embarked on learning about Yoast's search engine placement software making our websites Google- and Bing-friendly while welcoming our newcomer.

Gina and I have started in Los Angeles with [CMAinLA.com](http://CMAinLA.com), knowing that 66% to 75% of our traffic is cell phone- or mobile-driven, we designed our bench flow accordingly. Our goal is to continue to enhance the newcomer's user experience (UX) while continuing to provide resources for our members. We currently spend an hour each week and work on 1-2 pages to make them place better in web searches. Fortunately, we don't have to modify everything as some of what we do on CMAinLA is aimed at our members, and those items should *not* be indexed for the search bots – we need not compete with ourselves.

At the CMA General Service Conference 2022, Gina and I will do a presentation about creating newcomer-forward CMA websites, followed by a dive into Google search engine placement. Both subjects will be explored via a PDF slide presentation and will be available to the fellowship afterwards. *We invite each GSO Committee to look via our GSO website [www.crystalmeth.xxx](http://www.crystalmeth.xxx) with a new pair of glasses.* Let us aim our current mindset to our newcomer: our workgroup wants to reorganize the Voices Stories page on the site into posts into Categories; Jail, Women, Men, Family, Sponsors, etc. Then, thinking of the newcomer, let's figure out (with each committee's help) how the committee's page on the website can direct the newcomer to newcomer information including Stories, Meetings, Sponsor, etc., and those things a newcomer needs. Example: H&I would also have a link to Jail stories (here is a Stories posts sample from our test site: <https://cmaroundups.com/stories/>). We propose Meditations be folded out of the Voices Stories into its own new area with new submit links. The COVID-19 page is out of date, and the Online/Hybrid pages are long and out of date. These are just a few examples, but we have been extremely wordy for too long, and to get better search engine placement – and invite the newcomer – we need to shorten and tighten up our verbiage.

And we start with a re-work of our CMA homepage aimed at the newcomer while being a search engine-friendly page – short and to-the-point, with the page passing all the search engine tests (here is a sample: <https://www.crystalmeth.org/hometest/>).

We have long thought of our Public and Fellowship top-level pages as landing pages – we have learned that these are actually categories. A “landing page” is a targeted page developed as an entry page from another website or social media link. The most recent example of this is when Communications and PI&O did the Grindr promotion: we created a special page for that promotion, which was a true landing page. Once we understand our “secret” needs to be exposed, we hope PI&O and Communications can work together to open this HUGE untapped world of newcomers with Facebook, Twitter and other social media aimed at CMA through landing pages *designed for newcomers*.

At Code4recovery we are working on time correction on a future release for online meetings.



# COMMUNICATIONS

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## CRYSTAL METH ANONYMOUS

### COMMUNICATIONS

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#### 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](http://www.crystalmeth.org).
- ▶ Establishing recommended guidelines for communication.



## COMMITTEE MEMBERS

- ▶ Brandon S.
- ▶ Brianna S.
- ▶ Chris G.
- ▶ Dale G.
- ▶ David T.
- ▶ Eric M.
- ▶ Gina B.
- ▶ Irene B.
- ▶ John E.
- ▶ John G.
- ▶ Jon M.
- ▶ Jon M.
- ▶ Melissa R.
- ▶ Michael R.
- ▶ Pete S.
- ▶ Richard L.
- ▶ Ross H.
- ▶ Sarah G.
- ▶ Tom W.
- ▶ Wiafe M-B.

## CRYSTALMETH.ORG SESSIONS BY OS – PAST 12 MONTHS

|         |         |     |
|---------|---------|-----|
| iOS     | 49,338  | 43% |
| Android | 29,292  | 26% |
| Windows | 18,464  | 16% |
| Mac     | 14,522  | 13% |
| Other   | 2,511   | 2%  |
| TOTAL   | 114,127 |     |



## READING DOWNLOADS – PAST 12 MONTHS

|                                       |       |
|---------------------------------------|-------|
| Are You A Tweaker?                    | 3,581 |
| The Twelve Steps:<br>A Plan of Action | 2,545 |
| I Can Stay Sober                      | 2,178 |
| What is CMA?                          | 1,941 |
| There Is Hope                         | 1,642 |

## PAMPHLET DOWNLOADS – PAST 12 MONTHS

|                                       |       |
|---------------------------------------|-------|
| Sex in Sobriety                       | 1,185 |
| What is Crystal Meth<br>Anonymous     | 861   |
| To The Newcomer                       | 837   |
| What is the 7 <sup>th</sup> Tradition | 837   |
| Sober Toolkit                         | 787   |



## SPEAKERS

|               |        |
|---------------|--------|
| Recordings    | 182    |
| Plays To Date | 51,050 |

## 2022 YEAR IN REVIEW

- ▶ CMA App
- ▶ [crystalmeth.org](https://crystalmeth.org)
- ▶ Service Portal
- ▶ Pamphlet Redesign
- ▶ Speaker Playlists
- ▶ Communication Process
- ▶ Committee Support





## 2023 GOALS


- ▶ CMA App
- ▶ Social Media
- ▶ Tech Workgroup
- ▶ Service Portal
- ▶ Speaker Recordings
- ▶ Committee Support

# COMMUNICATIONS

4th Saturday

1:30 PM Eastern / 10:30 AM Pacific

[cmacommunications@cmagso.net](mailto:cmacommunications@cmagso.net)

 Appendix D Communications Presentation 2022 final.pptx



## **Appendix E: Literature Conference Committee Report and Presentation**

**Crystal Meth Anonymous  
General Service Conference  
Literature Advisory Committee Break-Out Minutes  
Friday, October 21, 2022  
Doubletree San Diego Downtown  
9:00 AM - 6:00 PM**

Attendees:

- Brennan – Alberta, CA,
  - Red – Arizona, US
  - Drew – Georgia, US
  - Woody – Maryland, US
  - Anthony – California, US
  - Ross - Cochair – New York, US
  - CJ – Pennsylvania, US
  - Vince – Illinois, US
  - Ashley – London UK
  - Freddy – Chair – California, US
  - Victor – Texas, US
  - Dale – California, US
- 
- Opening comments from the chair. The chair will present a brief overview of projects that the LAC has worked on over the years. Updates on our upcoming book, other language publications, pamphlets, readings, meeting formats, joint committee projects, and booklets that are currently in progress

H&I plans to buy a bulk of copies of “A Sober Cell” and deliver them to various institutions.

“VOTF: Our Families” is most active booklet in progress with 6 LAC approved stories so far with more in the pipeline. Foreword drafted also. Reaching out to more diverse members as potential authors

VOTF: Daily Meditation Reader is in progress with 340 entries so far. Looking to have about 400 entries.

Circulated “Sex in Sobriety” pamphlet asking for feedback from fellowships over last year and will continue requesting feedback this year. Groups’ feedback can be given to the area delegates who will then deliver to LAC.



Finance is revising “7th Tradition” pamphlet collaborating with the LAC in the future.

Other booklet topics include: Prison and Legal Issues, Sex in Sobriety, Mental Health, Service, One Step at a Time, CMA History, and a Poetry booklet. Sex booklet has five submissions so far.

- Participant introductions and meet and greet: Freddie C (CA); Ross H (NY); Ashley C (CO/UK); Michelle “Red” (AZ); CJ (PA); Drew D (GA); Vince P (IL); Woody P (MD); Brennan S (Alberta); Anthony R (CA); Victor M (TX); Aaron M (CO); Dale G (CA)
- Brainstorm: ideas and discussion. What does our fellowship want from us? This will be an opportunity for all of us to chime in and discuss new ideas for future projects such as booklet ideas, pamphlets, readings, meeting formats:

### **Break**

- James C came in from H&I to express appreciation to LAC for taking the “Sober Cell” idea and creating the booklet.
- Aaron - Other Languages

*Languages Completed:* Full suite of readings in Spanish, French, German, and Russian

*Languages Needed:* Farsi and Arabic are in the process of translating CMA readings. Dutch translation is complete but still needed to be sent to translation company before going up on the CMA website. Portuguese, Nepalese, and Tagalog are needed next since there are CMA meetings in those countries and requested translation of readings. No official requests for Polish, Hmong, and Turkish but there are communities that could use these services.

“Are You a Tweaker” is the most important reading to have translated if nothing else.

Also asking for anyone with translation skills in any language. Contact Aaron M [aaron.m@cmagso.net](mailto:aaron.m@cmagso.net)

We either take direct requests or if we know there are CMA meetings in an area, we will approach.

- Ross - NYCMA Step Guide



*Origin:* Mark L wrote initial draft of “ The 12 Steps for Crystal Meth Addicts” during pandemic and shared it with other NYCMA members for feedback. There have also been many requests over the years to have our own Step guide.

*Reviews:* 1st review was with a few select members for initial comments and feedback. 2nd review was brought to more diverse CMA member’s for additional feedback. 3rd review was during a hybrid meeting reading from the manuscript asking for feedback from attendees. 4th review was taken back to about 10 members for final feedback and revisions.

*Current status of project:* Official draft/manuscript was released to the public in PDF form through NYCMA.org

It is not a workbook or Step working guide. It’s just a reader. It is not a replacement, just a complement to other recovery programs.

Within the year, NYCMA hopes to have it published. They are also asking for feedback from the CMA fellowship as a whole. Maybe someday in the future will become a GSC project.

Two ways to provide feedback: 1) [literature@nycma.org](mailto:literature@nycma.org) 2) Feedback form <https://form.jotform.com/220182627673053>

Wednesdays at 7pm EDT Step hybrid meeting for NYCMA. They go over a step per week reading from the new CMA Step reader.

- Two Year Goal Update - A brief report on what’s been accomplished out of our goals, and what the next year looks like

***Accomplished goals:*** Published and distributed “ A Sober Cell;From the Inside Looking Out.” Completed translating suite of readings in German, Russian, Spanish, and French.

***Active goals:*** Continue working on the current VOTF booklet projects. Members are meeting in Denver in November 2022 to review material for Daily Meditation Reader.

***Future goals:*** Creating a budget for the upcoming year. Begin work groups for booklet and pamphlet topics not yet started.

## **Lunch**

- Dale - meditation writing workshop



**Origin:** 3 years ago, the idea of a daily reader was brought up by Dale G to Freddie to develop a work group. Developed workshops and write days in various conventions throughout the country to work on meditations.

Explained meditation structure. There are 4 elements: 1) Title 2) Quote (28-30 words) from CMA literature— Sober Cell, Crystal Clear, VOTF: Our Recovery, and CMA pamphlets and even from CMA “wisdom” of shares we’ve heard or from local CMA literature such as Expressions of Hope and Out of the Fog. 3) Body 4) Ending with an action, intention, prayer, etc.

Uses the first person voice with “I” or “We” verbage.

Broke out into three work groups and each wrote and submitted a meditation. Themes included fear, learning to take direction, and dealing with the alcohol question.

Monthly call for Daily Reader project is on the 4th Saturday of every month at 9am PDT/12pm EDT

### **Break**

- Development Session - The members of the LAC will collectively develop ideas for new projects. We will revisit this morning's breakout session, and work towards a plan for consideration of new projects and future vision of the LAC. Discuss how we can increase participation, submissions and diversity in our group projects

### **Ideas**

*Pamphlets:* How to Start a Meeting In-Person or Virtually; Staying Connected when Traveling

*Booklets:* Coping with Crises in Recovery; Stories about Being a Newcomer; Our Relationships; International Experiences; Dealing with Life on Life's Terms

*Other types of literature:* Monthly or bi-monthly newsletter for CMA nationally.

*Collaborations:* Will work with D-E-I committee to create What is D-E-I? pamphlet. Possible work with H&I with pamphlet dealing with re-entry after prison.

- The next LAC monthly call will be on Saturday November 5th 8:30 AM Pacific Time



**Meeting adjourned**

- “We” version of the serenity prayer



## Literature Advisory Committee Members – 2022



- ◆ **Freddie C.** – *Chair*
- ◆ **Ross H.** – *Co-Chair*
- ◆ **Ashley C.** – *Secretary*
- ◆ **Victor M.** – *Finance Liaison*
- ◆ **Aaron M.** – *Conference Liaison*
- ◆ **David S.** – *International Liaison*
- ◆ **Dale G.** – *VOTF: Daily Mediation*
- ◆ **Michelle “Red”** – *VOTF: Our Families*
- ◆ **CJ M.** – *VOTF: Our Families*
- ◆ **Lee M.** – *VOTF: Our Mental Health*
- ◆ **James C.** – *Service of the Heart*

CMA General Services Conference Literature Advisory Committee Report  
October 20-23 | 2022





## Our New LAC Conference Delegates

- ◆ Drew D. – Georgia
- ◆ Vince P. – Illinois
- ◆ Woody P. – Maryland
- ◆ Steven S. – Pennsylvania
- ◆ Hector P. – Washington
- ◆ David R. London, England

**WELCOME!**

CMA General Services Conference Literature Advisory Committee Report  
October 20-23 | 2022



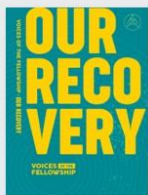
## CMA Literature Available Now!





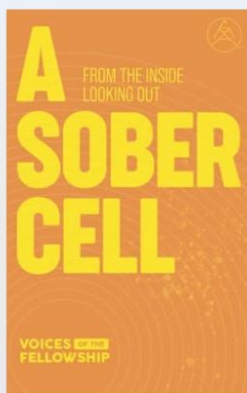
## *Crystal Clear: Stories of Hope*

## *Crystal Clear: Historias De Esperanza*



## *Voices of the Fellowship™: Our Recovery*

CMA General Services Conference Literature Advisory Committee Report  
October 20-23 | 2022



## *Voices of the Fellowship™* *A Sober Cell – From the Inside Looking Out*

**Now available for purchase on Amazon Books and Kindle!**

Thanks to the H&I Committee for their collaboration and inspiration!

CMA General Services Conference Literature Advisory Committee Report  
October 20-23 | 2022







## CMA Literature In progress!



## 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 written by crystal meth addicts. We have received about **340 submissions** from all over the world and they continue to arrive on a weekly basis. **100** of these are already in the review / editing process.
- ◆ We have a retreat planned for mid-November to write more meditations and get further along in the editing and planning process.
- ◆ **We still need your contribution!**

CMA General Services Conference Literature Advisory Committee Report  
October 20-23 | 2022





# 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 at the bottom of the home page of [crystalmeth.org](http://crystalmeth.org).

## A Call For Entries For A New Meditation Reader



We are currently creating a CMA meditation reader. We are compiling entries from the Fellowship for this daily meditation book. This book will contain daily ideas to inspire our fellowship as we journey on the road of recovery together.

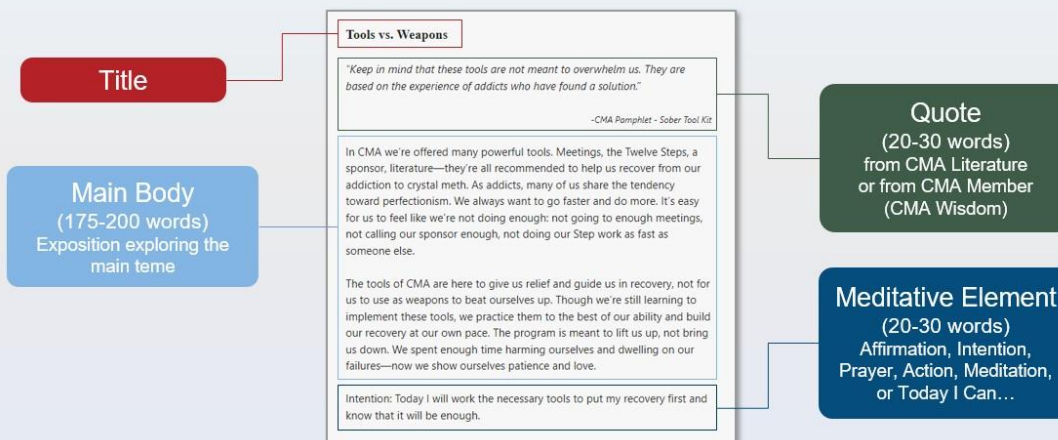
[FIND OUT MORE](#)

- ◆ Submissions will become the property of CMA and will be published anonymously. Submissions may or may not be edited for publication. As in all literature submitted, a release must be signed by contributors that allows CMA to be the owner of this literature.

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# Voices of the Fellowship™ Daily Meditations – Format



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## Voices of the Fellowship™ Projects in Progress



### ◆ **Our Families**

Families have many definitions and take on many different forms. This book explores the complex nature of families and how they can support our recovery.

### ◆ **Sex in Sobriety**

Sex is a natural part of the lived experience, but for crystal meth addicts in recovery, it can be fraught with challenges. These stories explore how we develop new associations with sex and create healthy connections.

### ◆ **On Mental Health**

This project focuses on the solution and struggles that come with balancing mental health and sobriety.

### ◆ **A Step at a Time**

Our fellows write about their experience working each of the steps and how the process changed their lives. Each step is explored individually.

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## Voices of the Fellowship™ Projects in Progress (cont.)



### ◆ **Poetry and Art - Table Top Book**

A book showcasing recovery-related artwork and poetry from members of the fellowship.

### ◆ **Prison and Legal Issues**

This book focuses on stories that discuss parole, losing custody of children, getting custody back, and facing trial while maintaining recovery.

### ◆ **Service of the Heart**

Service brings us so much: joy, purpose, self-esteem, growth, and sustainable sobriety. These stories will focus on the gift of service to ourselves and to our fellowship.

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12



THE  
TWELVE  
STEPS  
for  
CRYSTAL METH  
ADDICTS

## NYCMA 12 Step Project



- ◆ Original manuscript was written by Mark L. during the 2020 COVID pandemic.
- ◆ 1<sup>st</sup> reviewed by five old timers in CMA for initial comments, feedback and rewrites.
- ◆ 2<sup>nd</sup> review / edit by a diverse group of fellows (about 18-20) from around the country.
- ◆ 3<sup>rd</sup> Review / edit was through feedback during a Hybrid meeting in which we read the book and asked for feedback. Our average attendance was 15-25 fellows.
- ◆ 4<sup>th</sup> review was with a smaller group of about 10 fellows to incorporate the many comments and suggestions from the meeting.

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THE  
TWELVE  
STEPS  
for  
CRYSTAL METH  
ADDICTS

## NYCMA 12 Step Project (cont.)

- ◆ The **Pilot version** of the manuscript was released in September 2022 for review by the fellowship. Anyone may download the PDF on NYCMA.org. We also have a monthly hybrid Step meeting every Wed. at 7pm ET.
- ◆ Response has been extremely enthusiastic. Many sponsors and sponsor families are already using the book for Step work!
- ◆ NYCMA hopes to publish this book as soon as it has been thoroughly reviewed and voted on at NYCMA Intergroup, possibly in early 2023.
- ◆ **Though this is an NYCMA project, we'd very much like the input of the members of CMA. Could this be a future project of the LAC?**

More info: Ross H. ([ross.h@cmagso.net](mailto:ross.h@cmagso.net))

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# Call to the Fellowship



## Are You Reading Your Story?

The CMA literature committee is looking for submissions from our members to reflect the diversity of the fellowship. **We would love to receive more stories from people of color, women, transgender people, and other historically marginalized groups.**



## Write your story!

The literature of Crystal Meth Anonymous is written by its members. That means **YOU and ME!** Please go to [www.crystalmeth.org](http://www.crystalmeth.org) and the section **Voices of the Fellowship / Read our Stories** for a list of projects and to find out how to share your story.

**You all have a story to tell.**

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# CMA Pamphlets





# CMA Pamphlets Available Now!



- ◆ CMA Service Structure
- ◆ What Is The Seventh Tradition?
- ◆ Experience of the Fellowship
- ◆ Sober Tool Kit
- ◆ The Group Treasurer
- ◆ What Is A Business Meeting?
- ◆ What About God?
- ◆ What About Sponsorship?
- ◆ What Is Crystal Meth Anonymous?
- ◆ What is PI & O?
- ◆ What Is A Service Commitment?
- ◆ What About Meditation?
- ◆ What About Alcohol and Other Drugs?
- ◆ To The Newcomer
- ◆ Service in CMA – What is H & I?
- ◆ Staying Sober

◆ **Sex in Sobriety**  
*This pamphlet has interim approval. We have asked the fellowship to give us feedback.*

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# Future Pamphlets?



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



What pamphlet do you think we need in CMA?

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The Literature Committee always welcomes submissions from fellows relating their experience, strength and hope. We have a growing collection of stories that you can find HERE. These personal stories will be published as collections for the benefit of the entire fellowship. Please contribute your own experience with the Steps and the in recovery by clicking [Submit Your Story Now](#).

Here are four Literature Advisory Committee approved stories slated for the upcoming project Voices of the Fellowship Our Families.

**A Mother And Daughter's Perspective**

**A Daughter's Experience**

Sitting here on a Saturday afternoon with my mom, drinking coffee and reminiscing about our journey through addiction and recovery. As mother and daughter we feel we have a unique perspective on addiction. We are both addicts and we have both recovered in our own time. Looking at our experiences overall makes me with gratitude for where we are today, but it also brings up pain from when I was a child. The trauma that my sisters and I endured shaped us into the women we have become, good or bad. So I want to get straight into that from my perspective.

[Read More](#)

**God Answered My Request**

I've never had a job since I came to church. Some people can see that they didn't know that they were addicts or alcoholics, but I knew. At the age of 13, I had my first experience with alcohol. I was with my first boyfriend, my best friend and her boyfriend, and we all decided to skip school and go get drunk. It seemed like my life was finally getting more exciting. I was doing things outside of the small life I had been living with just myself and my family in Montana.

[Read More](#)

**We'll Love You, Until You Learn To Love Yourself**

The topic of family has always been a sore subject. It was an especially difficult one to discuss early on in recovery. There are a lot of deeply rooted issues stemming from my childhood and young adulthood that led me onto the road of my addiction. I'm the youngest of three boys, the baby of the family, and my parents often treated me as such. They did many things for me which made me rely on other people to the point where I couldn't do many things for myself. This was the beginning of the shame game I often felt during my addiction, a mentality that carried with me into adulthood. So when my family of collectives, when I'd suddenly I began to realize my choices for other boys, and that didn't end with me. I felt this was another thing that was wrong with me. I was also terrified that my family would find out. So, considering my options, only allowing them release during my rehabilitation facilities.

[Read More](#)

**A Family Of My Own Understanding**

"I wish I had never adopted you!" "I don't love you!" "You make me want to kill myself!" These words made up a constant refrain that defined who I believed I was for most of my life. I was convinced that I was fundamentally broken and completely unlovable. These beliefs would be what drove me for many years until I reached my bottom. Fortunately, much like my understanding of family, my sense of myself has evolved over the years. I suppose I should start at the beginning. I gained and lost my first family on the day I was born. My birth mother was young, and from a strict Catholic family, so I was placed for adoption. Catholic social services told my mother that a wonderful family was waiting for me and that I would go home with them straight from the hospital. Sadly, this was not the case. I went straight from the hospital to a foster home. I was not adopted until about a year and a half. Caseworker notes from home visits described me as socially awkward.

[Read More](#)

**Meditations from CMA's Work in Progress - Voices of the Fellowship Daily Meditations**

**Surrender To Win**

"Addiction was going up everything for one thing. Recovery is going up one thing to get everything back." *Heard in a CMA meeting*

I never wanted to be a drug addict growing up. Who does? But it all fell on exhilarating in the beginning. Crystal was addictive - it lured me in with a promise of beautiful evenings, taking her into a world where pain and time didn't exist. Luring a job or two was OK - if it always find another one. I had to breathe and family, and time always for me.

**Gaining Perspective**

"Withering when get better. I slowly start to notice that I'm getting better myself." *Heard in a CMA meeting*

At one of our first meetings, we saw someone raise her hand and say, "I have 90 days!" As the room erupted in applause, she smiled and blushed, and we thought, "You can't hold on for three months without doing drugs?" And then, before we knew it, the room was cheering for us. And if we could have seen ourselves, we'd probably have thought how cute we



# Read Our Stories / Hear Our Stories (Blog)

Available at [crystalmeth.org](http://crystalmeth.org)

- ◆ The Communication Advisory Committee makes monthly updates to the sections called **Read our Stories and Hear our Stories** chosen by the LAC.
- ◆ Two new LAC-approved stories are being added to the **Read Our Stories** section every month.
- ◆ Speaker share recordings from all over the country are being added to the **Hear our Stories** section regularly.

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# Language Translations Available on Crystalmeth.org

The full suite of CMA readings are now available on our website in:

**German (Deutsch) - Spanish (Español) – Russian (Литература) – French (Français)**

**Farsi, Arabic and Dutch Coming Soon!**

We need assistance in the translation of our literature, particularly in **Polish, Filipino, Turkish, Portuguese and Nepalese.** If you know anyone able to help, contact Aaron M.

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# New Booklet and Pamphlet Ideas From the Breakout Session

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

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## 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 month in workgroups to edit and produce literature for the fellowship.

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## Literature Advisory Committee Monthly Conference Call

- ◆ The LAC Committee meets on Zoom on the **first Saturday of every month at 8:30 am PST / 11:30 am EST**. Our next meeting is scheduled for November 5<sup>th</sup>.
- ◆ For login information, please contact the Literature Advisory Committee Chair: [fred.d@cmagso.net](mailto:fred.d@cmagso.net).

All are welcome!

CMA General Services Conference Literature Advisory Committee Report  
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## New Officers for 2023!

- ◆ Chair – Ross H. ([ross.h@cmagso.net](mailto:ross.h@cmagso.net))
- ◆ Co- Chair – Ashley C. ([ashley.c@cmagso.net](mailto:ashley.c@cmagso.net))
- ◆ Secretary – James C. ([james.c@cmagso.net](mailto:james.c@cmagso.net))

See you in New York City!!!

CMA General Services Conference Literature Advisory Committee Report  
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P Appendix E LAC GSC Report 2022 Hybrid Edition4.pptx



## **Appendix F: International Committee Report and Presentation**

### Introduction to the International Structure Proposal Diagrams.

The following motion was made at the 2018 CMA General Services Conference: “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 a reporting and information sharing resource) was tasked with developing this template.

A useful framework for our work considers that the Charter broadly outlines a worldwide structure, but what we think of as “The Conference” is by design a worldwide spiritual entity, not just a physical one located in the United States. Specifically, the Charter presumes that other sections of the Conference *will* be created in the future and that these sections are co-equal parts of a spiritual whole.

Section Two of the CMA Charter says:

“Other Sections of the Conference may sometimes be created in foreign lands<sup>1\*</sup> as the need arises out of language or geographical considerations. The North American Section of the General Service Conference will then become the Senior Section, related to the other Sections by ties of mutual consultation and a cross linking of delegates.

But no Conference Section shall ever be placed in authority over another. All joint action shall be taken only upon two-thirds vote of the combined Sections. Within its boundaries each Conference ought to be autonomous. Only matters seriously affecting CMA’s worldwide needs shall be the subject of joint consideration.”

The enclosed *draft* structural diagrams are a check-in on the Committee’s progress and thinking. The International Committee seeks feedback on these as we work toward a more complete presentation at the 2023 North American Conference. The Committee strongly recommends creating a scalable path toward a worldwide structure that allows ongoing representation at each level from areas with less structure as they grow.

The outline for World Service provided by our Charter is quite broad. Our discussions have revealed that envisioning a worldwide structure raises many questions. Is there value to an eventual worldwide CMA Board, or does each Section of the Conference have its own Board? Should global fellowships recommend Trustees to the existing Board? Should this be handled differently in places where multiple languages are spoken within one Conference Section?

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<sup>1\*</sup> The phrase “in foreign lands” has been noted by international members of the Fellowship as being both old fashioned and problematic, as it creates a sense of separation not unity. Our committee has generally used the language “global fellowship” or “CMA worldwide.”



Should there be a regularly scheduled worldwide meeting of the entire Conference, or should the various sections confer between themselves as needs arise? We have found that each area of discussion leads to further questions.

We invite you to join us for discussion or send your feedback to us at [international@cmagso.net](mailto:international@cmagso.net)  
The International Committee meets each month on the second Saturday at 1100 UTC (Universal Time Coordinated.)<sup>22</sup>

Join the International Committee Zoom Meeting at:

<https://us06web.zoom.us/j/94893999046?pwd=S0VyVlhNNUlxcDR5QVhjN0orTnlI2QT09>

Meeting ID: 948 9399 9046

Passcode: 398970

Topic: International Service Structure Meeting

Time: Jun 11, 2022 07:00 AM Eastern Time (US and Canada)

Every month on the Second Sat, until Dec 10, 2022, 7 occurrence(s)

Jun 11, 2022 07:00 AM EDT

Jul 9, 2022 07:00 AM EDT

Aug 13, 2022 07:00 AM EDT

Sep 10, 2022 07:00 AM EDT

Oct 8, 2022 07:00 AM EDT

Nov 12, 2022 07:00 AM EST

Dec 10, 2022 07:00 AM EST

Thanks for your consideration and feedback,

Will H. (USA) CMA International Committee Chair

Clinton C. (South Africa) International Committee Secretary

<sup>2</sup> You can identify what time 1100 UTC is in your local timezone at [www.timeanddate.com](http://www.timeanddate.com)

 Appendix F Introduction to the International Structure.docx



## **Appendix G: Diversity, Equity & Inclusion Conference Committee Report and Presentation**

**Crystal Meth Anonymous  
General Service Conference  
DEI Advisory Committee Break-Out Minutes  
Friday, October 21, 2022  
Doubletree San Diego Downtown  
9:00 AM - 6:00 PM**

**Zoom ID: 847 9672 4243 Password: 117991**

### **Attendance:**

Michael C - NYC (Chair). (He/Him) (Voting)  
Scott H - NC (Vice-Chair) (He/Him) (Voting)  
Carl B - Toronto (Secretary) (He/Him/His) (Voting)  
John G - North Carolina (He/Him/His) (Voting)  
Chris G - Denver (He/Him/His)  
Josef O - Minneapolis (He/Him/His)  
Stu M - Denver (He/Him/His)  
Keith K - LA (He/Him/His)  
Sebastian D - Indianapolis (They/Them)  
Sam W - IA (She/Her)  
Jared B - CA (he/him/they/them)  
Paul C - FL (He/Him)  
Brain W - NC (He/Him/His)  
John E - AZ (He/Him/His)

### **INSERT DEI SLIDES HERE**

1. Welcome / Meditation (S) / Introductions - 30 minutes (Chair & Vice-Chair)
2. Community Agreements - 15 minutes (Chair)
  1. One speaker at a time
  2. All here for good reasons
  3. OOPS - my bad
  4. OUCH - that hurts
3. Framing DEI & Recovery (DEI 101) - 45 minutes (Chair & Vice-Chair)
  1. What is DEI?
    - i. Diversity
      1. Passive - we are who we are
      2. How do we do this without Tokenism
    - ii. Equity
      1. Active



2. Those with the least get the most
3. Supportive systems
4. Newcomer is the most important
- iii. Inclusion
  1. Active
  2. Resources - does everyone have access?
2. Why it's important in recovery!
  - i. 12 Steps - beyond our time
  - ii. Princip[les survived in spite of people who wrote them
  - iii. 'You Better Work' Ru Paul - opposite actions to our character defects
3. Where can we improve?

Break - 15 minutes

10:45am-12:30pm

1. 2021 DEI Report Review - 30 minutes ( Vice-Chair)
  - a. **ADD 2021 GSC report link**
2. 2022 Accomplishments (Inclusivity & DEI Advisory Tab) - 30 minutes (Vice-Chair)
3. History
  - a. Ike & Tina (race)
  - b. Illinois Motion (gender)
  - c. Board Prep
  - d. DEI & Traditions
  - e. Feelings
  - f. Purpose Statement - from Intergroup
4. Complete Group Inventory (Part 1) - 45 minutes (Chair)
  - a. **Add the CMA DEI Group Inventory**

12:30 pm - 2:00 pm      Lunch (on your own)

2:00pm-5:00pm

1. Complete Group Inventory (Part 2) - 45 minutes (Chair)
  - a. Describe what the Group Inventory actually is - a tool for a Group conscious with respect to a particular DEI focus
2. Issues at Group Level - 60 minutes (Vice-Chair)
  - a. The Nor Cal fellowship is viament on removing the 'speed is our master' from Are You A TWEAKER. They are wondering why the GSC has not tasked this
  - b. In NE AND IA has noticed a severe lack of diversity. Zero race diversity in CMA specifically. Other fellowships have diversity. Lack of service willingness
  - c. SO FL - awareness of problems but lack of action/work. Lack of service willingness
  - d. LA - lack of Str8 and trans folx. Lack of service willingness
  - e. NC - CMA has an open culture regarding other substances. But no one knows this. Concerned about explicate sexual language.



- f. CO - all the straight folx left. They also had most of the time in recovery. No Black folx in the meetings. Straight folx feel like they do not belong. CO is about to do a Group Inventory; life situations of some newcomers can be disruptive to the groups recovery. How do we welcome folx with messy or different lives and also fulfill the needs of others.
  - g. IN - homophobia vs. Accepting straight culture. Explicate sexual language in spaces with Duff fervent sexual orientations. Classism
3. Brainstorm 2023 Priorities - 60 minutes (Chair)
- a. **Liasons**
  - b. **DEI Pamphlets**
  - c. **Identity-biased meeting toolkit**
  - d. Inclusivity statements on the website
  - e. **Accessibility**
  - f. Edit Group Inventory; add DEI glossary of terms
  - g. Liaisons to other groups
  - h. PI&O membership survey help



# 2022 GSC Conference DEI Advisory Committee Report

**Michael C** - Chair  
**Scott H** - Vice-Chair  
**Carl B** - Secretary

## 2022 DEI Report *Breakout Attendees*

- **John G** - North Carolina (He/Him/His)
- **Chris G** - Denver (He/Him/His)
- **Josef O** - Minneapolis (He/Him/His)
- **Stu M** - Denver (He/Him/His)
- **Keith K** - LA (He/Him/His)
- **Sebastian DJ** - Indianapolis (They/Them)

- **Sam W** - IA (She/Her)
- **Jared B** - CA (he/him/they/them)
- **Paul C** - FL (He/Him)
- **Brian W** - NC (He/Him/His)
- **John E** - AZ (He/Him/His)



## 2022 DEI Report *Committee Members*

- Aaron M - Denver
- Armando, A - LA
- Bobby K - Chicago
- Bonnie Violet - NYC
- Brian W - Durham
- Chris G - Denver
- Eric
- Gabriel G - Denver

- Greg S - LA
- John E - Phoenix
- John G - Durham
- Keith K - LA
- Kristen K - Omaha
- Mia - Santa Barbara
- Paul C - Miami

- Rami A - Durham
- Ron C - LA
- Ross H - NYC
- Ryan C - LA
- Tim D - Atlanta
- Wiafe MB - NYC
- Woody

## 2022 DEI Report *OUR MISSION*

### DEI ADVISORY COMMITTEE MISSION

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.





## 2022 DEI Report *DEI BREAKOUT AGENDA*

### **PART 1**

- I. Welcome/ Meditation / Introductions
- II. Community Agreements
- III. Framing DEI & Recovery

**BREAK: 10:30AM - 10:45AM**

### **PART 2**

- I. 2021 DEI Report Review
- II. 2022 Accomplishments
- III. Complete Group Inventory (Part 1)

**LUNCH: 12:30PM-2:00PM**

### **PART 3**

- I. Complete Group Inventory (Part 2)
- II. Issues at Group Level

**BREAK: 3:30PM-3:45PM**

- I. Brainstorm 2023 Priorities

**The End: 5pm-ish**

## 2022 DEI Report *FRAMING DEI & RECOVERY*

- **WHAT IS DEI?**
- **WHY IT'S IMPORTANT IN RECOVERY!**
- **WHERE CAN WE IMPROVE?**



## 2022 DEI Report *FRAMING DEI & RECOVERY*

### WHAT IS DEI?

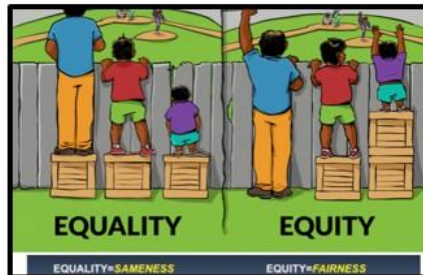
- **DIVERSITY** is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective.
- **EQUITY** is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems.
- **INCLUSION** is an outcome to ensure those that are diverse actually feel and/or are welcomed.

## 2022 DEI Report *FRAMING DEI & RECOVERY*

### *Diversity*



### *Equity*



### *Inclusion*



2022 DEI Report *FRAMING DEI & RECOVERY*

**WHY IT'S IMPORTANT IN RECOVERY!**

DEI is inherent to the 12 Steps and 12 Traditions

HOW?

Let's Discuss

2022 DEI Report *FRAMING DEI & RECOVERY*

**WHY IT'S IMPORTANT IN RECOVERY?**

DEI is embedded into the 12 Steps and 12 Traditions

HOW?



## 2022 DEI Report *FRAMING DEI & RECOVERY*

### WHERE CAN WE IMPROVE?

#### DEI ADVISORY COMMITTEE MISSION

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.

## 2022 DEI Report *FRAMING DEI & RECOVERY*

### WHERE CAN WE IMPROVE?

- A. **DEI IS "BAKED IN"** just like other principles of the program, we must work on this in **practical ways** ... by ensuring that our **character defects** do not prevent us from **carrying the message**.
- B. **DEI IS WORK** address the character defects of racism, sexism, homophobia, transphobia, ableism, etc.
- C. **DEI IS OPPOSITE ACTION** of the character defects at the group level.



## 2022 DEI Report *2021 DEI REPORT REVIEW*

- 2021: OUR FIRST CONFERENCE BREAKOUT
  - Prepared for Complexity & Discomfort
  - What Brought Us to this Point?

## 2022 DEI Report *2021 DEI REPORT REVIEW*

- 2021: OUR FIRST CONFERENCE BREAKOUT
  - DEI and the Traditions
  - Inside Issues
  - Feelings and Questions???



## 2022 DEI Report *2021 DEI REPORT REVIEW*

- **2021: OUR FIRST CONFERENCE BREAKOUT**
  - Purpose Statement
  - Two-Year Goals
  - Three Year-One Priorities

## 2022 DEI Report *2022 ACCOMPLISHMENTS*

- **INCLUSIVITY STATEMENTS:**  
[https://docs.google.com/document/d/1keEu5Saz\\_r1QQyys1EGlhYcu3lFm5CUg/edit?usp=sharing&ouid=107312869237771581002&rt=pof=true&sd=true](https://docs.google.com/document/d/1keEu5Saz_r1QQyys1EGlhYcu3lFm5CUg/edit?usp=sharing&ouid=107312869237771581002&rt=pof=true&sd=true)
- **DEI ADVISORY TAB:** <https://www.crystallmeth.org/for-the-fellowship/cma-advisory-committees/diversity-equity-and-inclusion-dei-advisory-committee/>
- **DEI GROUP INVENTORY:**  
<https://docs.google.com/document/d/1sgAcslwYzEfhV5M6cztsJxuJsCWZP1C1ePFyf9iZFK/edit?usp=sharing>



## 2022 DEI Report *2022 ACCOMPLISHMENTS*

- **DEI GROUP INVENTORY**

## 2022 DEI Report *DEI GROUP INVENTORY*

### **DEI GROUP INVENTORY**

- **GROUP 1 - Q1-Q3** <https://docs.google.com/document/d/1D3msHmPA8PMGpY1OpCM5hnDgx7Wnx4xTbTAL4TAfUBo/edit?usp=sharing>
- **GROUP 2 - Q4-Q6** [https://docs.google.com/document/d/1fh3G6f72ZF3URsULegAtUNdalmeS\\_owfx8orLd1vH9U/edit?usp=sharing](https://docs.google.com/document/d/1fh3G6f72ZF3URsULegAtUNdalmeS_owfx8orLd1vH9U/edit?usp=sharing)
- **GROUP 3 - Q7-Q9** <https://docs.google.com/document/d/1pox1CSBAiRoUmafdHnWarQaiKRv-hTNbBmsg1FUfjDo/edit?usp=sharing>
- **GROUP 4 - Q10-Q12** [https://docs.google.com/document/d/1KpXWvMLrfjAS-aTMb5Jma6L\\_ANxdWXKhoDohuVp4iPo/edit?usp=sharing](https://docs.google.com/document/d/1KpXWvMLrfjAS-aTMb5Jma6L_ANxdWXKhoDohuVp4iPo/edit?usp=sharing)



## 2022 DEI Report *Issues at Group Level*

- “Speed was our master” - problematic
- Other fellowships in my community are more diverse. DEI is a CMA problem
- Need for identity-based meetings
- Awareness of problem but lack of action/work
- Lack of straight/trans folk
- Lack of service willingness
- Resistance to parents w/ kids

## 2022 DEI Report *Issues at Group Level*

- CMA has OPEN culture regarding others substances, but not everyone knows it
- All the straight folks left. They also had the most “time” in recovery
- Straight folks don’t feel they belong.
- No Black folks in meetings
- The lively of CMA isn’t always helpful or welcoming
- Life situations of some newcomers can be destructive to the groups recovery
- How do we welcome folks with mess or different lives and fulfill the needs of others





## 2022 DEI Report *Issues at Group Level*

- Homophobia vs. accepting straight culture
- Explicit sexual language in spaces with different sexual orientations
- Classism
- Need to talk about issues that are complex and have no obvious solution
- Hard to be all things to all cultures
- Policing behavior is not the solution

## 2022 DEI Report *2-Year Goals (2022)*

- Committee Liaisons
- DEI pamphlet
- 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



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- ~~CMA Group Inventory~~
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- 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



## 2022 DEI Report *2-Year Goals (updated for 2023)*

- Committee Liaisons
- DEI pamphlet
- Communication channel for fellowship to share DEI needs/concerns
- How to integrate DEI into a meeting
- How to start an identity-based meetings toolkit
- Gender neutral edits to literature
- Develop guide for addressing accessibility and ableism
- Inclusivity statements on website
- Edit Group Inventory
- DEI Glossary

## 2022 DEI Report *2023 Priorities*

- ❖ **Complete in November/December 2022**
  - Inclusivity statements on website
  - Edit Group Inventory
  - Communication channel for fellowship to share DEI needs/concerns
- ❖ **2023 DEI Priorities**
  - DEI pamphlet (DEI Glossary) (How to integrate DEI into a meeting)
  - How to start an identity-based meetings toolkit
  - Develop guide for addressing accessibility and ableism
- ❖ **Cross-Committee Collaboration**
  - Committee Liaisons
  - Gender neutral edits to literature (Literature Committee)



## 2022 DEI Report *Contact Us*

**Regular Meeting:** 3rd Mondays @ 9pm ET / 6pm PT  
**Next Meeting:** Monday, November 21st (*Elections*)

**Email:** DEI@cmagso.net

**THANK YOU FOR YOUR SERVICE!**

## 2022 DEI Report

*FEEDBACK?*

*NEEDS?*

*QUESTIONS?*

*CONCERNS?*

P Appendix G 2022 GSC Conference DEI Advisory Committee Report....



**Appendix H: Hospitals & Institutions Conference Committee Report  
and Presentation**

**Crystal Meth Anonymous  
General Service Conference  
H&I Advisory Committee Break-Out Minutes  
Friday, October 21, 2022  
Doubletree San Diego Downtown  
9:00 AM - 6:00 PM**

**CMA GSC H&I Advisory Committee  
2022 Minutes  
Friday, October 21<sup>st</sup> 2022**

1. **Opening Prayer and Reading of The Purpose**
2. **Committee Member and Breakout Members Introduction**
  - a. **James C. - H&I Advisory Chair**
  - b. **Sarah G. - H&I Advisory Co Chair**
  - c. **Mike F. - H&I Advisory Secretary**
  - d. **Bill B. - H&I Advisory Advisor - CA**
  - e. **Rob B. - Vancouver B.C. Canada**
  - f. **Jeremy - H&I Advisory Jails Liaison - PA Delgate**
  - g. **Lee M - Trustee (Pacific)**
  - h. **Camaron M. - Delegate Hawaii Delagate**
  - i. **Dan - SoCal Delegate (Comm Liaison)**
  - j. **Chris - NorCal Intergroup**
  - k. **Stephanie - Nebraska H&I (DEI Liaison)**
  - l. **Russell - NC Delegate**
  - m. **Zach - AZ**
  - n. **Joe A - Twin Cities, Minnesota Delegate**
  - o. **Brian - Arizona Delegate**
  - p. **Phil - New Jersey Delegate**
  - q. **Alisha L - Calgary Canada Delegate**
3. **9:15pm –Review of CMA H&I across N. America: Sarah**
  - a. **Sarah describes H&I Advisory and regional checkins**
    - i. 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.



- ii. What are the wants and needs of your region?

**b. Pacific Assembly**

- i. Bill - Sacramento
  1. New H&I Meeting! Woohoo
- ii. Chris - San Jose
  1. 4 facilities getting H&I meetings.
    - a. Personally taking meetings into 2 facilities, once a month
  2. Challenges with finding folks who will regularly commit.
  3. Wants and needs:
    - a. Opening lines of communication with intergroup.
- iii. Chris - San Francisco
  1. All facilities went dark after COVID.
  2. Acceptance Place - started in person panel 8 months ago.
  3. Another facility started 2 months ago.
    - a. Good response to this meeting!
- iv. Dan - Los Angeles
  1. Reaching out to H&I committee members.
  2. 5 active panels - all on Zoom.
    - a. Personally doing one of those meetings.
  3. Excited about in person meetings starting again soon!
  4. Wants and needs:
    - a. Create more H&I Awareness.
- v. Lee M - Las Vegas
  1. Crossroads detox:
    - a. Conflict with another event (sound therapy) in the facility at the same time.
      - i. Moved to Inpatient Tx from Detox in the same facility and seems to be helping.
- vi. Camaron - Hawaii
  1. New H&I Chairperson...it's me!
  2. 2 new meetings:
    - a. Ke Ola Peno (Salvation Army) - Women w/children facility.
    - b. SOIR - Men's facility.
  3. Still waiting to get into the federal facility, communication is challenging.

**c. Northwest Assembly**

- i. Mike F - Portland, OR
  1. 1 weekly meeting in Hooper Detox.
  2. Another fellow has shown interest in H&I.



- a. Hoping to let him take over the Hooper meeting, so I can start a new meeting at a different Tx center.
  - 3. Wants and needs:
    - a. How do we make H&I work more approachable to other members of the fellowship?
    - b. Asking for help getting literature into facilities.
      - i. How do we make connections with local jails?
- ii. Jeremy V - Salt Lake City, UT
  - 1. AA Area is allowing us to 'ride in' with them by bringing in CMA literature to local facilities.

**d. Southwest Assembly**

- i. Brian, James & Zach - Arizona
  - 1. Didn't get much of a report from Area, H&I happens mostly on District level.
  - 2. 45 meetings are happening now.
    - a. 8 need chairs.
  - 3. H&I day happens once a year.
  - 4. Needs and wants:
    - a. Challenges getting back into jails and prisons:
      - i. Prisons are still on lockdown, still no visitation.
      - ii. Waiting patiently, we're not there yet.
      - iii. It seems Zoom/technology is the direction jails/prisons are going in.
        - 1. Pro: Less of a security risk.
        - 2. Con: Will lack the human connection.
    - b. Asking Advisory Committee for guidance.
- ii. Sarah - CO
  - 1. Last year - was chairing the local H&I committee for a long time.
    - a. People were falling off, and leaving service.
    - b. Heard "*we're in the business of carrying the message, not starting committees*" in last year's breakout.
    - c. Decided to disband the committee, with positive results.
      - i. Texie is now the Current H&I chair.
        - 1. Periodically sends out a simple Google form to local H&I meetings to check-in.
          - a. Good alternative to committee meetings.
  - 2. Challenges with Community Corrections and background checks.
    - a. A lot of staff turnover at correctional facilities tends to create challenges with facility guidelines not being properly passed on to the new employees.
  - 3. Current H&I meetings:
    - a. Women with children.
    - b. Men's facility.



- c. Once a month Denver Drug Court
  - d. Wellpower meeting happening at a mental health center (homeless transition).
4. Goal is to reach out to more “problem solving” courts.

**e. North Central Assembly**

- i. Stephanie - Nebraska
  - 1. Experiencing a backpedal with 2 facilities.
    - a. Scheduling conflict with one, worked it out.
    - b. Employee change at the other facility caused an issue with awareness of our CMA H&I meeting.
  - 2. Started an outside meeting recently in Iowa (right across the border).
    - i. This meeting is booming - went from 4 to 20 people with attendance from a Tx facility.
      - 1. Starting an H&I meeting in that facility soon!
  - 3. Working with Omaha Correctional Center to get literature into their facilities.
    - a. Jeremy offers help with connecting Stephanie with Iowa Correctional Facility.

**f. Great Lakes Assembly**

- i. Joe - Minnesota (Twin Cities)
  - 1. Hennepin Adult County Correctional Center:
    - a. Currently the coordinator.
    - b. Meeting in the ‘violent offenders’ part of jail (Unit 13).
    - c. Looking for literature - Sober Cell seems perfect!
      - i. Jeremy will help Joe obtain copies of Sober Cell.

**g. New England Assembly**

- i. Sarah G - New Hampshire
  - 1. Jumped into a Zoom meeting, the chairperson mentioned taking meetings into a detox center.
    - a. Sarah stayed to share H&I information with this person
    - b. Made connections!!

**h. Mid-Atlantic Assembly**

- i. Phil - New Jersey
  - 1. 2 CMA meetings total.
  - 2. Part of NYC Intergroup.
    - a. H&I committee is setting up a meeting in NJ correctional facility, challenges with: which fellowship is doing what?
  - 3. New Jersey fellowship currently trying to get into 2 facilities.
  - 4. Has an idea of speakers sharing with facility clients/inmates where we attend outside meetings.
    - a. Sometimes this isn’t okay with jails.
    - b. Always check with the facility on their requirements.
      - i. Some requirements are different with online meetings.





- ii. Jeremy - Lancaster, PA
  - 1. Helped set up a formal local Area.
    - a. Hoping to elect H&I Chairperson in the future

**i. Mid-South Assembly**

- i. Russel - NC
  - 1. 4 in-person meetings a month at a detox facility.
    - a. Hybrid model, working very well.
      - i. Offers assistance to anyone who might need guidance with a hybrid H&I setup.
    - b. 5 additional facilities attending virtually
  - 2. Developed a brochure to guide speakers/clients called: "How to Tell Your Story".
  - 3. Local and statewide H&I Chairs are working hard.
  - 4. Getting a "Unity Day" together soon to stir interest in H&I.

ii. Harry - NY

- 1. Kicking ass!
- 2. Struggling with some folks wanting to change readings at meetings to say *addict*, not *crystal meth addict*.
- 3. 5 H&I commitments currently happening.
- 4. *Ambassadors* for each facility are regularly checking in to see if the meetings/facilities need anything from Intergroup.
- 5. Not in any jails and prisons yet.
- 6. Reaching out to the Commissioner, we haven't heard back yet.
- 7. All in all, things are moving ahead quickly
- 8. 15 people on a speaker panel list.
- 9. We might need to do training or orientation for new speakers:
  - a. A speaker swore at a facility where it was forbidden.
  - b. Clean time mishap with one of the speakers.

**j. Western Canada Assembly**

- i. Alisha - Edmonton, Canada
  - 1. Not a strong H&I Committee yet.
    - a. 1 or 2 folks trying to get into facilities at the moment.
- ii. Alisha - Calgary, Canada
  - 1. Meetings in 5 different places including detox centers and Tx facilities.
  - 2. Trying to create an orientation for folks new to H&I work.
  - 3. Looking to get into jails and prisons, periodically checking in.
- iii. Rob B - Vancouver BC, Canada
  - 1. Recently, we had the first CMA conference in Canada!
  - 2. H&I in Vancouver is small and trying to grow.

**4. 10:30am - Historical Update Review of 2022 projects - James C.:**



A quick update will be given on these items to get everyone up to speed on 2022 Progress prior to action items.

- a. Sober Cell:
  - i. History and Completion.
  - ii. Going Forward – Distribution and Future Books
- b. Website review of H&I sections (with Communications):
  - i. Edits Made
  - ii. Bookmarks Update
- c. History of H&I project (information gathering form distributed with delegate packet):
  - i. Paused through 2022
- d. H&I Lighthouse Project:
  - i. Contact building and local meeting information to keep us connected and able to share experiences.
- e. Tracking and responding to requests from inmates:
  - i. We will review the increase in the number of requests the past year.
- f. Past Action Handbook and Regional Report Handbook
  - i. Completed
- g. H&I Handbook:
  - i. The Handbook is a living document available on the [crystalmeth.org](http://crystalmeth.org) website that will continue to be updated as the advisory committee finds more information to include in it.

## 5. Conference Breakout Session Topics

### a. Bookmarks - Sarah G.

- i. Bookmarks take the place of physical chips in H&I, to save costs.
  - 1. Folks who receive a bookmark can bring it to an outside meeting to trade for a chip.
    - a. Discussion on whether groups will facilitate the trade?
      - i. Meetings hand out coins anyway to eligible fellows, so this shouldn't be a problem.
- ii. Bookmarks are now available for download from the website.
- iii. Showed physical and digital versions of the bookmarks with the committee, they are awesome!
- iv. Question/discussion about if these are official literature, no definitive answer.
- v. Texie comments on being a recipient of the bookmark while in Tx and how they meant a lot to a person getting them in a facility.
- vi. Other Ideas for these bookmarks and other low-cost 'tokens':
  - 1. Signatures for meeting verification.
  - 2. Adding the hotline number.
  - 3. Business card with local info to guide folks to outside meetings after they leave their program.
  - 4. Digital spinning coin, also available for online H&I meetings.

### b. Lighthouse Project – Sarah & Lee



- i. Created to get information from Delegates and other members of the fellowship.
  - 1. Collecting info from Delegates, Trustees, local Areas, H&I committees, etc...
  - 2. Wanting to connect with local H&I committees/fellows.
  - 3. This local contact information is valuable to this committee.
- ii. With this information we can reach out to local fellowships to connect folks who are looking for CMA in their area.
  - 1. Increases response time to website contact form requests.
- iii. Google form link is currently in the Delegate Packet.
- iv. Question: How do we update this contact information over time? (Folks come and go from service frequently).
  - 1. We continue this work as we go along and make updates to the spreadsheet when needed.
  - 2. Cmaservice.org is a good resource for contact information, so we will continue to encourage folks to register. (This has been difficult in the past and we hope fellows will get on board with the new service portal)
  - 3. Suggestion: Regular follow ups to reach out to folks on the list to maintain current contact information.
  - 4. Suggestion: Check with areas to see if they have or are willing to have a generic "hichair@somecmaareagmail.com" to help keep contact ongoing
- v. Question: Are we still asking for help from the Executive Committee and Communications Committee or are we just going with the Lighthouse Project?
  - 1. Yes we still need the Lighthouse Project right now, but we are still working with Communications and Executive to hopefully streamline the information pipeline.
  - 2. We are hoping to all work together to make this work.
  - 3. Can the CMA app with *circles* remedy this issue?
    - a. App is still in beta testing, only with iPhone. Likely a long way off.
    - b. For the communication in *circles* to work, you already have to know the person so it may not be as streamlined as we hope.
- vi. All in all, the work on this project is totally worth it!

**c. Facilities Information Contact Sheet - Sarah**

- i. CO is using a contact information sheet to keep track of extensive information from each facility:
  - 1. Meeting name, time, address
  - 2. Facility guidelines/suggestions
    - a. Dress code
    - b. Language
  - 3. Contact person at facility
  - 4. Details regarding clients
  - 5. Access to the facility
  - 6. Sobriety requirements
  - 7. DEI statement
  - 8. History of relationship with facility
  - 9. Actions to be taken
    - a. Literature



- b. Readings
  - c. Pamphlets
  - d. Etc...
- ii. This could be a great tool for H&I meeting organization, quality, and retention of contact with facilities..

**d. Handbook Addition Brainstorming/Workgroup Creation – James**

- i. What can we add to the handbook?
  - 1. The Facility Information Contact Information (FICS) form.
  - 2. Templates for H&I work.
  - 3. How to start an H&I committee
  - 4. How to form relationships with different facilities:
    - a. Jails & Prisons
    - b. Tx centers
    - c. Sober Living
    - d. Drug Court
    - e. Halfway Houses
  - 5. Suggestions on how we make H&I work more approachable.
  - 6. H&I orientation information.
  - 7. A downloadable version with all the tools like bookmarks, and forms?
    - a. Perhaps guide folks to the website to find this information.
  - 8. Reduce the amount of clicks to get to the handbook on the website.
  - 9. Condensed version of the handbook (one page).
  - 10. Better indexing in the Handbook.
    - a. Could post the DOCX rather than the PDF on the website.
    - b. Create a PDF with links in the index.
  - 11. Guidance with advances in technology, like Zoom.
  - 12. Suggestions with ways to connect with other H&I members.

**e. Orientation Project – Lee**

- i. Original thought was to use the handbook,
- ii. Having read the handbook, a couple years ago we started to brainstorm ideas for an actual orientation.
- iii. CMA in LA created a Powerpoint orientation that hit all the points we wanted in an H&I orientation.
- iv. Suggesting we use the LA presentation, and modify it for our needs.
- v. CMA LA H&I Orientation is presented in the session and we work through it slide by slide:
  - 1. 'Orientation' slide:
    - a. Should we swap the current content with the 'Purpose of H&I'?
      - i. Several folks say no.
  - 2. 'What is a CMA Panel' slide:
    - a. Should we add "Halfway House" to the 'Various Types' section?
      - i. Discussion on what a 'halfway house' is.
      - ii. Verbiage is important and changes throughout different geographies.



- iii. Should we add it to a current definition or make a separate bullet?
      - 1. A separate bullet with multiple definitions would probably work best.
    - b. Should we change the word 'Panel' to 'Meeting'?
      - i. Most folks seem to agree with this, the word panel isn't used everywhere.
      - ii. Adjust the flow of the slide (and the rest of the presentation) to accommodate 'meeting' over 'panel'.
- 3. 'Sharing Experience, Strength, and Hope' slide:
  - a. Should we bring in our section from "Sober Cell", with the similar language we created.
    - i. This might help create consistency.
  - b. Should we change 'addict', to 'crystal meth addict'?
    - i. Opinions vary
  - c. Maybe use the "Crystal Meth Anonymous is a group...." instead of the displayed quote.
- 4. 'Story Breakdown Example' slide
  - a. Displaying percentages and numbers might cause anxiety to newer folks.
  - b. Add 'as a general guide' to let folks know it is a suggestion.
  - c. Add '*remember, we carry the message, not the mess*'.
  - d. The numbers 10, 70, 20 seem off. Maybe equal parts make more sense?
  - e. Change 'examples' to 'suggestions'
  - f. This slide seems redundant, maybe we should just remove it and add pertinent info to the previous slide or simply make comments during the orientation?
    - i. Vote:
      - 1. Remove this slide and add this information to previous slide:
        - a. 11 in favor
      - 2. Keep this slide and add/change content:
        - a. 2 in favor
    - ii. We decided to remove this slide and add content to the previous slide.
- 5. 'Suggested Points of Consideration' slide
  - a. #11 remove all together
  - b. Change 'panel' to 'meeting' throughout
  - c. #5 change to 'identify as an addict' instead of 'crystal meth addict' or remove all together.
  - d. #8 remove (%20)
  - e. #6 add 'including MAT services'
  - f. #14 Rewording to distinguish *what* kind of (known) history.
    - i. Change/add 'where your history could interfere with carrying the message'.
    - ii. Maybe easier to take this line out?
- 6. 'Panel Speaker Experiences' slide



- a. Change 'Panel' to 'Meeting'
- vi. Lee will make the edits and bring this back to the monthly committee meeting for review in the future.

**f. Jails and Prison Liaison Discussion – Jeremy and Russell**

- i. Jeremy took over in August 2021.
- ii. Created a new email, jails@cmagso.net.
- iii. Reduced the response time of the mail correspondence to less than a week (it used to be much longer).
- iv. Pivoted from sending books to individuals to sending books to the libraries in the institutions.
  - 1. Currently have 186 total books in institution libraries across the country!
- v. Riding the coattails of an AA member in Utah who is helping get literature into facilities (CMA fellowship there is struggling).
- vi. Working hard to add new facilities all the time.
- vii. Discussion on checking in with the local fellowships to make sure we *cover our bases* before sending books out to their facilities.
  - 1. Using Lighthouse is helping with this.
  - 2. Might give us leverage with the Finance Committee.
    - a. If we have current contact information for the delegates (see above discussion on Lighthouse Project), we could potentially save costs by not sending out books to Areas that already have the means to send books to their facilities.
- viii. Going to send Spanish *Crystal Clear* to Texas institutions.
- ix. Discussion on budget increase for sending out more literature next year.
  - 1. How much do we need to finish the fiscal year?
  - 2. Current budget is around \$1650.
    - a. Enough to cover costs to send Sober Cell to:
      - i. Iowa - 15 facilities.
      - ii. Texas - 86 facilities.
    - b. A current need to increase budget in order to send Spanish *Crystal Clear* to Texas facilities.
      - i. Will come up with a specific number to bring to Finance for request.
- x. Working on finding a way to get the Kindle version of our literature on the Jpay (or other institution) system, to provide *free* digital access to inmates.
- xi. Jeremy is 'passing the torch' to Russell to work together on this committee!
- xii. Russell:
  - 1. Working with AA jails liaison to create a packet on "how to get into facilities".
  - 2. Excited to work with this Advisory Committee!
  - 3. Working with Drug Court on a local level.
    - a. Drug Court is a great resource for local fellowships.
  - 4. Working closely with PI&O could maximize sharing the message.
  - 5. Asking for folks to join the subcommittee to help.
  - 6. Goals:
    - a. Sober Sponsorship booklet.
    - b. In each Delegate's Area:
      - i. Have at least one meeting in a jail.



- ii. Literature going into facilities.
- 7. Created a QR code to share at the assembly to encourage participation with our projects.

**g. New Business or Projects from the Floor- Sarah - Delegate Feedback Action Plan Time**

**i. QR Code**

- 1. It would help to have the code connected to the Google form for the Lighthouse Project.
  - a. Russell will create a code working with Sarah and James.

**ii. Delegate Feedback**

- 1. Question about suggestion in the Handbook about H&I meeting leaders not sponsoring folks in institutions (In the Do's and Don'ts section).
  - a. This might need a review.
  - b. History: Different areas have different guidelines.
  - c. Should we strike from the list of don'ts?
- 2. Question about Marijuana as a mind-altering substance in our literature since it is legal in a lot of places?
  - a. No opinion on 'medical' Marijuana.
  - b. Still counts as a mind altering substance otherwise.
- 3. Do we need more prison pen pals?
  - a. Already answered during breakout.
- 4. Are we already in Federal prisons?
  - a. No answer.

**6. 4:10pm - Meeting Closes**

**The Purpose of the Hospitals & Institutions (H&I) Subcommittee:**

The purpose of this subcommittee is to carry the message of recovery to the Crystal Meth addicts who are confined and/or restricted and would otherwise not be able to attend a CMA meeting. The H&I Subcommittee carries out this purpose by performing the following activities:

- 1. Provides 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 within the various service elements of CMA (e.g. Area, District, Intergroup, etc.)
- 2. Establishes recommended guidelines and suggested meeting formats for CMA H&I meetings.
- 3. Encourages and assists all H&I meetings to:
  - a. Adhere to the guidelines and rules of the facilities in which they hold meetings.
  - b. Provide CMA Conference approved literature to the facilities and meeting participants.



- c. Provide a means of celebrating various lengths of recovery to those attending meetings.
- d. Carry the message of recovery from addiction to the crystal meth addict.

H&I service work occurs primarily at the local level, as Areas, Districts, and Intergroups are generally responsible for carrying meetings or panels into facilities. Therefore, the main objective of the GSC H&I Subcommittee is to support the work of the local service structure in this mission. By collecting the experiences of H&I service people from throughout CMA, the H&I subcommittee can serve as a resource to local service entities on how to set up H&I meetings and assist them in deciding how to overcome problems they may encounter.





## HOSPITALS & INSTITUTIONS ADVISORY COMMITTEE

2022 CMA GSC Report



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

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



## 2022 GSC H&I TEAM

- James C, AZ – Chair
- Sarah G, CO-Chair
- Mike F, OR – Secretary
- Yvonne W, AZ - Treasurer
- Jeremy W, PA – Jail Liaison
- Melissa R, NE – PI&O Liaison
- Lee M, NV. – Trustee
- Rob B., Canada West
- Yvonne W, AZ – Trustee
- Bill B, CA - Advisor
- Camaron M, HI
- Harry D, NY
- Dan B, CA
- Texie L, CO
- Justin D, NV
- Stephanie M, NE



## 2022 ACTIVITIES REVIEW

### ✓Co-Chair - Sarah G

- ✓ Served as Liaison as needed
- ✓ Led and completed Web Site Updates
- ✓ Grew Lighthouse Project and Connection
- ✓ Led Regional Reports
- ✓ Created Bookmark Milestone Resources

### ✓Treasurer – Yvonne W

- ✓ Sent Books out as needed
- ✓ 188 - Total books sent out this year
- ✓ Managed our Budget and Tracking
- ✓ Provided Guidance – 16 Years on Committee

### ✓Advisor – Bill B

- ✓ Led with Past Chair Experience
- ✓ Led Handbook Update Project
- ✓ Worked with Lit on Sober Cell
- ✓ Worked with Lit on Prison and Legal Issues

### ✓ Jail Liaison – Jeremy W

- ✓ Created Workgroup
- ✓ Created Correspondence Program for GSC Level
- ✓ Improved Efficiency and Response Time
- ✓ Made contact with Jail and Prison Libraries to get books in

### ✓Secretary – Mike F

- ✓ Reformatted Minutes to increase efficiency
- ✓ Re Organized Google Drive
- ✓ Provided Google Doc Formatting Support
- ✓ Kept H&I on track during a busy year

### ✓Trustee - Lee M

- ✓ Grew Lighthouse Project and Connection
- ✓ Led Orientation Project
- ✓ Willing to serve literally wherever needed

### ✓Camaron M, HI

- ✓ Brought experience, passion, and upbeat vibe to H&I

### ✓Harry D, NY

- ✓ Brought questions, passion and participation on behalf of his local H&I



## 2022 ACTIVITIES REVIEW

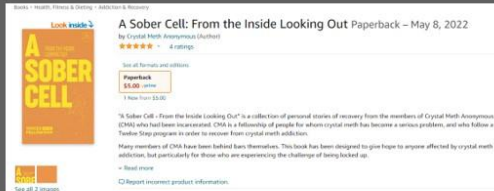


- ✓ H&I Meeting Packet
  - ✓ FINALLY Updated New H&I Meeting Script on Web Site
  - ✓ Created Peer To Peer H&I Meeting Resource on Web Site
  - ✓ Translated both into Spanish – Submitted for back translation
- ✓ H&I Handbook updates
  - ✓ Completed next round of updates from feedback
  - ✓ Updated and put on the website for Delegates
  - ✓ Created a service Calendar for Handbook Updates
- ✓ History of H&I
  - ✓ Created History of H&I HandBook – Regional Reports
  - ✓ Increasing Efficiency in gathering information
- ✓ Jail/Prison Correspondence Program
  - ✓ Created for GSC H&I Level
  - ✓ In need of Volunteers to Serve
- ✓ Website Updates
  - ✓ H&I Tabs Updated
  - ✓ Online Resources Updated
  - ✓ New H&I Meeting Starter Kit
  - ✓ Inside Peer Led Meeting Starter Kit
  - ✓ Bookmark Chips
  - ✓ Current H&I Handbook
- ✓ Jail Liaison Team Created
  - ✓ Focused and identified opportunities for growth
  - ✓ Focusing on getting books in libraries
  - ✓ Supporting Local Fellowships in Jail/Prison Work
- ✓ Past Action Handbook Created
  - ✓ To Create Continuity
  - ✓ To Improve Onboarding
  - ✓ To Document History and Growth
- ✓ Service Guidelines Updated

## 2022 ACTIVITIES REVIEW

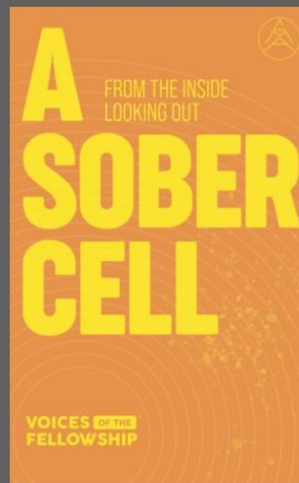


- ✓ SOBER CELL
  - ✓ Finished, Released and on Amazon!
  - ✓ Sending to Jails/Prisons



THANK YOU!

LITERATURE ADVISORY COMMITTEE



History:

2011: Idea for prison pamphlet comes up in committee – Brenda B

2013: "A Sober Cell: From The Inside Looking Out" title motioned and accepted by Carl from Toronto

2013-2017: Stalled in H&I due to lack of story submissions/resources

2017: Unity between Literature and H&I, Literature takes over process

2017-2022: Editing Calls, Formatting, and hard work done by Literature and H&I

2022: Book Released!



## 2022 BREAKOUT SESSION PARTICIPANTS

- James C, AZ
- Sarah G, CO
- Mike F, OR
- Rob B, Canada
- Dan B, CA
- Chris C, CA
- Camaron M, HI
- Lee M, NV
- Stephanie B, NE
- Jeremy W, PA
- Russell G, NC
- Bill B, CA
- Zak M, AZ
- Joe A, MN
- Bryan M, AZ
- Phil B, NJ
- Harry D, NY
- Alisha L, Canada



## GSC BREAK OUT SESSION

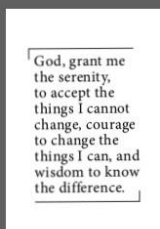
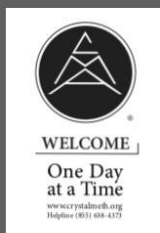
A BIG THANK YOU TO ALL MEMBERS WHO ATTENDED!

The session focused on tackling projects together with all attendees. Action Items we addressed:

- ✓ REGIONAL UPDATES - UPDATES ON HOW H&I IS GOING LOCALLY - New Reports
- ✓ LIGHTHOUSE PROJECT - PROGRESS UP DATES AND FORWARD FOCUS
- ✓ H&I ORIENTATION - FINALIZED A FORMAT AND CONTENT
- ✓ JAILS AND PRISON GOALS FOR NEXT YEAR:
  - BETTER RESOURCES - "Sober Sponsorship for Prisons/Jails"
  - BETTER RESOURCES - "How to start a meeting in Jail/Prison"
  - Help every delegate have 1 prison meeting in their area
  - Get books and lit into a few prisons in every area
- ✓ HANDBOOK CONTENT ADDITIONS:
  - "So you want to start an H&I"
  - How to form a relationship with facilities
  - How to start Meetings
  - Orientation
  - Simplified Access To Topics
  - Better Indexing
  - Do's and Dont's Clarifications
  - How to Navigate H&I With Technology
  - How to Utilize the Service Portal



# H&I Resources - Bookmarks, FCIS



**Crystal Meth Anonymous Hospitals & Institutions Bookmarks as Milestones**

**Hospitals & Institutions Bookmarks as Milestones**

The H&I Advisory Committee has created these bookmarks to be used as an alternative to the plastic token to help members of Crystal Meth Anonymous who are involved in the local H&I to provide a means of celebrating various lengths of recovery to those attending meetings.

Plastic tokens cannot be used in correctional facilities. However some treatment centers may allow them. Therefore, it is recommended that lengths of sobriety be recognized with a paper token.

Additionally, offering plastic tokens at an H&I meeting may not be financially possible.

**Milestones offered:**

Newcomer (0-29 days) then monthly through 11 months, one year, 18 months, and years 2 - 5.

Here are some suggestions on how these may be used:

Printed on white paper with black ink. (Least costly way to use this tool)

Print on colored paper (or cardstock) in color similar to the corresponding chip (ex. white paper for 30 days, green paper for 60 days, red paper for 90 days, etc.)

Encourage the milestone taker to attend a local meeting when they are able and present their bookmark for an actual chip.

Used as a signature card for persons who need meeting attendance verification.

10.21.2022 Draft\_Bookmarks as milestones

**Sample Behavioral Solutions**

**Meeting Facilitator(s)**  
 Chair: Ms. Pink, 955-997-0309, [ema1@crystalmeth.org](mailto:ema1@crystalmeth.org)  
 Co-Chair: Ms. Orange, 678-999-8212, [ema2@crystalmeth.org](mailto:ema2@crystalmeth.org)

**Meeting name (if any)**

- Wednesday 8pm
- 123 Basic Street

**Main contact person (at facility)**

- Ms. White (Programming Director)
- 555-123-4567 / [Director@crystalmeth.org](mailto:Director@crystalmeth.org)
- Email preferred

**Details regarding facility/clients**

- Women (and women identifying)
- Community Corrections (parole, direct sentence, and work release)

**Facility specific rules/policies:**

- Examples include:
  - No more than 4 participants (women only) may attend as part of the H&I Committee and all persons must enter the facility together
  - CLOSED meeting - no outside participation allowed (other than those attending as part of the H&I Committee)
  - Special instructions for meeting leaders:
    - Minimum sobriety time for leaders: one year
    - Minimum sobriety time for speakers: 6 months
    - Background checks required, must present ID when entering facility, and bags will be checked
    - CMA Materials may be stored at facility between meetings
  - Minimal eating acceptable
  - Physical contact allowed in form of brief hug and may hold hands for any opening/closing prayer
  - Sponsorship allowed
  - Phone calls and/or written correspondence is not allowed (outside of sponsorship)
  - May leave recovery related materials with contacts/clients
  - Pre-wrapped snacks allowed and must be consumed inside the meeting room

**History of relationship with facility:**

- 9.1.2022: Ms. White contacted crystalmeth.org to request a CMA meeting at "Name of Facility"
- 9.2.2022: Referral received from H&I Advisory Committee / Ms. Pink local "Area" person met with Ms. White.

10.22.2022 sample\_FCIS Facilities Contact Information Sheet

# GSC BREAK OUT SESSION (CONT)



## Delegate feedback:

### Clarification on Chair Person Do's/Don't - Don't Sponsor a client or resident

Resolution - Removing that due to it no longer being necessary - Facility determines who can sponsor or not.

### How can we participate in Prison Pen Pal Program

More Information Coming

### Many Prisons are utilizing Video Visit Technology - How can we perform H&I effectively with this new tool?

Will be working on further guidance

### How can people get further involved in H&I?

Plenty of opportunities to participate following.



## 2023 STRATEGIC GOALS



- Update Handbook with new content
- Grow Jail and Prison Position
  - Grow Pen Pal Program - NEED VOLUNTEERS
  - Increase Our Book Presence in Facilities - Libraries and with inmate requests
- Provide H&I Orientation for the fellowship
- Continue to Grow LightHouse Project - We NEED contacts

## 2023 GSC H&I TEAM

- Sarah G, CO – Chair
- Mike F, OR – Co-Chair
- Rob B., Canada – Secretary
- Texie L, CO - Treasurer
- Russell G, NC – Jail Liaison
- Melissa R, NE – PI&O Liaison
- Stephanie, NE - DEI Liaison
- Lee M, NV. – Trustee
- Rob B, Mike F, Jeremy W – Trustee Nominees
- James C, AZ - Advisor



## A REQUEST TO THE FELLOWSHIP

Help us grow out lighthouse project!



### The Lighthouse Project

It is the goal of the lighthouse project to build connections between those doing H&I work so they may share their challenges and successes as we strive to fulfill our primary purpose which is to carry our message to the addict who still suffers.

We seek to build an efficient contact list to better respond to requests that come in through CrystalMeth.Org, with a goal to reduce response time to less than 24 hours and to connect requests for help to the local fellowship whenever possible.

## A REQUEST TO THE FELLOWSHIP

Be of service to Jails/Prison - Volunteer to be a Prison Correspondence Sponsor



# DO YOU KNOW?



- Someone that wants to be a Prison Pen-pal
- A Jail/Prison in your area that needs literature

Please scan the code below to give that information to the H&I Jails Sub-Committee



## 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](http://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](mailto:Sarah.g@cmagso.net)

[lee.m@cmagso.net](mailto: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>

Meeting ID: 925 0767 1325





## QUESTIONS?

- Please email [sarah.g@cmagso.net](mailto:sarah.g@cmagso.net)
- Or better yet, join our monthly online meeting!  
(Details on previous page)
- Email us to be added to our distribution list
- Sign up on [cmaservice.org](http://cmaservice.org)



THANK YOU FOR  
ALLOWING US TO  
BE OF SERVICE!

P Appendix H Hospitals & Institutions 2022 GSC Presentation.pptx



## **Appendix I: Public Information & Outreach Conference Committee Report and Presentation**

**Crystal Meth Anonymous  
General Service Conference  
PI&O Advisory Committee Break-Out Minutes  
Friday, October 21, 2022  
Doubletree San Diego Downtown  
9:00 AM - 6:00 PM**

### **9:15 AM Call to Order/Serenity Prayer**

- Julie E (Co-Chair), Daimeon P (Secretary), Heather S (Jr Colorado Delegate), Jeff L (Colorado Delegate), Sam P (Trustee), Rica B, Tim D, Keith F, Jason C, George M, Kyle K, Rudy M (SC Delegate), Olivia H, Heather S, Mike S, Mikayla M, John C
- Everyone introduced themselves and described their favorite songs and had fun with their introductions. Afterwards, Reudy read the Purpose. Keith read the Vision and Mission Statement. Then PI&O Co-Chair described the highlights of the presentation on the service portal for PI&O. She described it as a good tool for PI&O and local H&I Committees to show what we do at the Advisory level.
- Keith described the FAQ page and the history of how it came to us from the UK, how it went through various committees for reviews. Was a work in progress for 2 years. Daimeon read some of the FAQ questions to the group and described what the group looked like. Keith used this to describe that while things work slowly it's to make sure we are able to stay with the Twelve Traditions. We work with H&I, and Literature, and Communications. We have to be patient, and open minded. A member asked if we use this when we go to the professionals. The answer was that we have other resources.
- Because we represent underserved areas we need to make sure we aren't stepping on the toes of local fellowships, we stay in communication with local areas and districts. Tabling is when we set up a table at an event to talk about what CMA is and what we can do for the addicts. A member asked about what types of professionals. The example given was a Healthcare Conference. People would be surprised about the number of people who don't know anything about CMA. A member asked how we keep with the tradition of attraction and not promotion. We don't solicit, we are there to provide information. We go to events where addicts might show up, like pride events and set up booths for visibility. We go where addicts might congregate near social workers.
- Julie asked the group "What do members do in their local areas for tabling and for booths."



- Julie started with outreach to fairs, pride events, homeless shelters, and put out a table with meeting lists and candy. Do we put our anonymity on the line? yes but it's up to each of us to make that decision. At pride we have sex toys on the table. Attraction not promotion. We test the boundaries and learn as we go. We educate the public and the professionals. We google health fairs, street fairs, carnivals etc.
- Tim said that what we do is important. When we went to a conference in florida it was a national event, and had a national impact. We want to make this available to local areas. Sometimes we have trouble with people showing up who sign up in our local area. We went to parolee orientations and make the pitch to these groups about meetings in LA. We can do this in regions that don't have CMA and help to start meetings. We should focus on how to make that information available. That's how we get the word out and grow the fellowship.
- Mike said in the Arizona area we have some AA groups and make the presence of CMA known. We have set up tables at anti-drug rallies. We set up gift bags and carpet bombed the city with information about CMA on how to start a Meeting. Julie said if there are rural areas it's sometimes difficult. The central idea is Gift bags with God Sticks (Topics for sharing). A member suggested putting up topic ideas on the website to help with setting up meetings. Someone suggested setting up meeting directory discussions where we talk about places to set up areas to make presence available like bath houses and other places. Recca works with H&I to make sure literature is on the table and H&I does their thing.
- Keith said in San Francisco they run banner at pride. We work with ASAM, worked a probation and parole conference. Anywhere we can get our name out. We can get that information out. CMA GSO has a drive where all of the advisory committees discuss how to table. Talk to communications about how to get the God Sticks added. A member suggested that it's best to be there.
- Jason said they do a lot of pride events, street sweeping where we take helpline cards and go to bathhouses and hotels and ask permission and leave them there. Many are very receptive. We have a local help line and a group of local volunteers. We even started a texting feature. We have a newsletter that we provide to local fellowships.
- George said their fellowship just started in Asheville, and we go to facilities and treatment centers. Drug courts, and veteran's drug courts. We send out useful links PDFs to the local fellowships. Modifying to have QR codes. We make sure that newcomers are given welcome packets and have started working on Virtual welcome packets. We approach a number of gay clubs in our area to put out QR codes.
- Kyle said they don't have a PI&O Committee locally, but has started a google sheet with all of the AA clubs and we went to gay pride events and put pamphlets with a QR Code stickers. We have only had 4 unique scans. Didn't receive the traction they hoped but also had some packets. Just started 2 meetings.



- Rudy was very active in Miami and moved to Charleston. CMA has only been there for about 3 years. Mostly straight men and women addicted to fentanyl. Difficult to get people to come to group conscience. Wasn't able to do anything with the delegate packet. Sex and sobriety isn't going to be of interest. Pride was canceled due to budget shortages. Two competing hospital systems with Ryan White programs, we will be bringing materials to them. There's a couple of colleges and Oxford houses. We are at the beginning of this. A member suggested that they incorporate the GC as part of the meeting so that people who show up to the meeting are part of it. Rope people in (Sponsees). Julie: I'm hearing there is a need to have a packet for presentation guidelines and outreach guidelines.
- Olivia in Portland it's grouped with H&I. We have one strong connection through H&I through a detox center. One of the challenges she has is that it's run through the organization she works for. They are at a place where they are looking to see how PI&O can be more effective and grow. They aren't sure what success looks like. Julie added that some PI&O meetings meet virtually and welcome people to join in and get fresh and new ideas. Olivia mentioned that some people are zoom exhausted. What could recovery look like in these meetings is low hanging fruit to get more participation. Tim suggested if you see that spark grab them and bring them with you.
- Heather S said in Colorado one huge event that we do is our Recovery Rally where we march through the city with signs like Stop the Stigma and we tabled at that. Thinking about leaving information at the Harm reduction center. Needle exchange. Jeff added that we created business cards to present at the the rally. The QR code goes directly to our meeting lists. We worked with our Local H&I committee to create a handshake packet. We've made a newcomer packet for the newcomers. Daimeon added that we use the business cards to allow people to show that they were at a meeting for proof to parole officers.
- Mike S said they've created an orientation for newcomers. Their outreach tables are set up to attract people in Arizona. Doing pride festivals was a rut since the majority of the fellowship is straight. We chose to stop doing pride to do homeless outreach and health fairs and we are growing our fellowships. Energy is brewing.
- Rica showed their pipeline pamphlet printed in color with meeting lists. Hand them out at H&I Meetings. This is like gold to them. We work with H&I to create a stamp with the Helpline number.
- Don P talked about getting information and printing info on address labels that can be stuck to literature and other places.

## Help Line:

- Prior to the COVID pandemic in 2019, there were over 2100 calls and in 2020 it increased by 25% to 2729 calls.



- A member suggested SMS as an option might be really helpful. In LA they stumbled on the option for SMS with their local helpline.
- 2021-2022 - Dropped off to about 2259 calls again but had 744 abandoned calls.
- General Requirements to volunteer:
  - Suggested Clean time of 1 year.
  - Be working with or have worked the steps with a sponsor.
  - Have a working phone that no one else has access to.
  - Have Internet access that works while you're on the phone.
- How many rings before transferring to a volunteer? **Answer: 0 Rings.** What counts as an abandoned call? **Answer: Hangs up before voicemail kicks in (After 5-6 rings).**
- We need volunteers and we always make a big push at the conference.
- There is an onboarding process to train the volunteer. We will have a more detailed report on Sunday Morning.
- One member said he's involved in his region. The way they do their reporting is they break it down to total calls, whether they left a voicemail or hung-up.
- Texting is important.

**10:46 Julie Adjourned the meeting for a 15 minute break.**

**11:03 Meeting re-convened.**

### **11:04 Professional and Underserved Areas (Keith)**

This project started 10 years ago with stamps, paper and envelopes. We would find addresses and send the letters to the professional and to the families. What is PI&O pamphlet. When we entered into the digital age we started sending to larger organizations. We realized we could have an international reach and had four or five different lists to start bringing it together. We decided to take it and put it into a spreadsheet with name contact and email addresses and best ways to contact folks. Worked with Julie to compile the list. We haven't yet started to work through the list and divide up the work. Our next steps are to continue compiling the list and we each have different ideas about how we can start reaching out to fellowships and making ourselves available for people to respond to us. We have an email address that's [PIO@CMAGSO.net](mailto:PIO@CMAGSO.net) but we need to be available to be contacted while maintaining our own personal anonymity while representing the organization. We have 130-140 on the list. We do this through a workgroup. It was suggested that we reach out to nonprofits that deal with HIV clients as many are in active use. There are not as much resources gone in that direction. We meet 1 hour before the monthly call to work through the list. This will always be a living and breathing spreadsheet. Talk to text-book authors to mention CMA.

Digital outreach there is a For the Professional tab that has a letter to the professional. This was one of our first projects. There's a form to fill in with their agency, first name and last name and what they need. Suggested we need a list of volunteers like the helpline. And utilize Trustees to communicate to local fellowships about the need to do outreach. Networking on this is vital. A sign-up sheet was sent around the room to ask for volunteers to join the workgroup.



Being able to get into nursing and medical schools to present this information to a group has been a big help. We have to end stigma.

### **12:20 Digital Outreach Brainstorming**

Ad Campaigns and PSA videos on Youtube. (Found under Advisory Committee)

Video was played at 12:22. Suggested to ask for the PSAs to be added front and center. They are a little outdated. Suggested to convert them to a Portrait format for TikTok or Youtube Shorts.

Tim: We had a subcommittee that created banner ads on Grindr. Cost was based on clicks. There are many venues that people use to search for sex and are on meth where we could make our presence felt. App advertising tends to be regionally based in these apps. Suggested making this available to local regions and discussing budgets around cost and how to get the advertisement out there. We just need to get the messaging approved (Format, size, wording) and distribute. If we could make that information available to regions, districts and areas, then this would be the most effective way.

- DEI is important: Plenty of fish, Tinder, and other sites. We are looking for a workgroup leader. This could be a sponsee. A member suggested a tab with Tools for districts, regions and fellowships. We should work closely with communications because the stuff that we make available is lost on the website.
- Olivia talked about reaching out to the platforms. Are there organizations that we could partner with, while not breaking traditions of affiliation? Is there a non-profit google ad placement program?
- Sniffies, Adam4Adam, Scruff, BarebacRT.com, and other websites and see if they have discounts.
- Digital outreach is a young person's game. Who is the person that we can get to do that? We had a person who used to work with us but we were unable to keep him due to his other commitments.
- Perhaps this is a professional position that could be hired to do social media outreach and posts to keep things current. We will ask our board liaisons to bring this up. Are we growing into this?
- Centered around influencers. How to create an influencer identity that doesn't show your face. Again attraction vs promotion.
- A member suggested using speaker recordings and hiring people on fiverr to do animations.
- The most viral tiktoks and reels are 15 seconds.
- A sponsee wanted to be tasked with doing entertainment that would be fresh. But a lot of things rubbed people the wrong way in the older generations. There is going to be a push and pull.
- We need to be able to do things well for all members of our fellowship. We get to go outside the box with DEI in mind.
- Presence on LinkedIn for professionals.
- Julie wants to create a help wanted ad
  - 1 year sobriety



- Google analytics
- Web Design
- Video Production
- Campaign Building
- Creative
- Willingness to work with a service sponsor to keep the 12 Traditions and 12 Concepts in mind while working on this.

### **Women and Diversity Outreach Report(Melissa)**

My availability doesn't allow me to put in the time for this commitment. Was voluntold for the position. Asked that we don't allow the women out there who lost their children to suffer. The purpose would be to help women get their lives and their children back through the miracle of recovery. Showing them that they can do it. In Omaha, once you've lost your kids it's very difficult to get them back. The vision is to be a resource to anyone who needs support to get their kids back in their lives.

- Mikayla M introduced herself. Background in case management through corrections and child/family services. Now in foster care management. Is this about helping to network? Or is about having peer to peer mentors about providing help.
- Family Courts, Juvenile Courts and others. Lot's of possibilities for people who have DCS cases. Women and Men too. Needs to be focused on a larger audience for parents.
- Julie sees this potentially branching off in 3 directions: Outreach to professionals. A mentorship program. Integration with H&I work.
- Call to the fellowship and put this with H&I. Stephanie might be able to work with this. Can reach out to Julie. Table picking a person to head this and digital outreach until the November meeting.
- Child care correctional outreach workgroup. (rename suggestion)

**We need liaisons for other advisory committees in the spirit of rotation to get others to be a part of that.**

- Communications
- May hold off till elections for these positions.
- DEI
- Finance
- Conference

**Adjourned for Lunch at 12:33pm**

**Re-convened at 2:09 PM.**

- Opened with the Serenity Prayer

**Fellowship Survey Brainstorming Session:**

- Past actions on the fellowship survey: (keith)



- Committee started working on this at the GSC in Atlanta and published them. Each Area had to present to their fellowships and took the surveys manually. Surveys were put together in an envelope and sent back to Tanner. A lot of people don't even go to in-person meetings any more.
- John G (DEI Perspective). As with any inventory we need to know what things are. Who is getting the information. Who's attending the meetings. What groups are being represented and how we can understand who's in the fellowship. The most important thing to do is to make sure that as many groups as possible are being reached and that we're not excluding anyone. The DEI committee needs to review the questions and the survey to talk about what recommendations to make.
- Julie our goal is to get our questions asked, and start talking about what stays and what goes.
- Kyle: we brainstormed on this last year and had some questions. Some language needs to be updated especially around sexual orientation and gender.
- Suggestion: What city/state do you live in currently?
- Suggestion: Where city/state did you actively use in? Need to know for representation in those regions.
- History of "What were you incarcerated for?" -needed for H&I
- History of "What were your drugs of choice?" -needed to know what fellowships people may have come from
- Suggestion: Do you primarily attend meetings virtually or in person?
- Suggestion: What platforms do you use if you attend virtually?
- What is your age? (keep)
- What is your racial/ethnic identity? (Drop down?) Come back to that. Option to leave the answer blank. Perhaps a description followed by check all that apply the boxes that best describe this.
- Inclusivity for people with disabilities
- What is your primary language? 10 most common, then other and fill it in?
- What is your gender identity?
- What is your preferred pronouns? Will ask DEI.
- What is your sexual orientation? Drop down with multiple options same as DEI.
- What is your highest level of education you've completed? Dropdown with options.
- What is your occupation? Should probably be a blank field to fill in.
- Recommendation from DEI rep: Finish what you're doing as a committee and once we come to an agreement send it to DEI to review. DEI is also working on 12 questions.
- Who do you identify as your support systems?
- What substances did you use? Multiple check box.
- Route of administration: Check all that apply: Smoking, snorting, injecting, oral, anal, eye drops.
- Have you experienced drug induced mental health issues?
- Do you have any mental health diagnoses or comorbidities?
- How did you hear about CMA? Drop downs and others.
- Have you been incarcerated?





- Were there 12 step meetings available to you?
- Was CMA an Option
- Have you been to treatment or rehab? (Keep).
- Are you currently participating in SNAP?
- How many attempts at recovery have you made?
- Do you currently use any substances or medications not taken as prescribed?
- Do you attend any non 12 step recovery programs?
- Do you have a sponsor?
- Do you sponsor anyone?
- How many times have you completed the 12 steps?
- Are you currently working on the steps?
- What step are you on?
- Did you complete them in another program?
- What fellowship literature have you utilized?
- Do you have any service commitments?
- Do you have a service sponsor?
- Do you have a physical disability?
- Do you feel like your group addresses areas around inclusivity?
- Will work to make sure the survey is accessible to as many people as possible.
- **We will be spending time during every committee meeting going forward. Bring your friends and sponsees.**

Meeting adjourned at 3:50 PM

## PI&O Purpose

**CMA PI&O has one ultimate focus, and it mirrors the primary purpose of each CMA Group, “to carry its message to the addict who still suffers.” CMA PI&O accomplishes this in three ways:**

- **Providing information to the “non-addict” whose work or association may be involved with an active crystal meth addict.**
- **Providing information to the public regarding the CMA fellowship.**
- **Providing information to the CMA fellowship, keeping it well informed so that members and groups may work more effectively to carry the message.**



With this understanding, the CMA PI&O Advisory Committee developed the following Vision and Mission statements:

### **PI&O Vision Statement:**

**“All those affected by crystal meth are informed of Crystal Meth Anonymous.”**

### **PI&O Mission Statement:**

**“To provide and communicate consistent and readily available information and resources to all those affected by crystal meth.”**





# 2022 CMA General Service Conference

## “On A Mission of Service” San Diego, CA

### PUBLIC INFORMATION & OUTREACH ADVISORY COMMITTEE REPORT

## Agenda

- ★ **Our Purpose, Vision and Mission**
- ★ **Our Trusted Servants**
- ★ **Helpline Report**
- ★ **Workgroup Reports**
- ★ **Fellowship Survey Update**
- ★ **Local Area PI&O Feedback from Delegate Packet**
- ★ **Q&A**
- ★ **Get Involved**



## **Purpose of PI&O**

**PI&O fulfills our primary purpose & carries the message to the addict who still suffers in the following ways:**

- **Providing information to the non-addict who's work or association may be involved with active addicts**
- **Providing information to the public regarding the fellowship**
- **Providing information to the fellowship, keeping it well-informed, so that members and groups may work effectively to carry the message**

## **PI&O Vision Statement:**

**“All those affected by crystal meth are informed of Crystal Meth Anonymous.”**

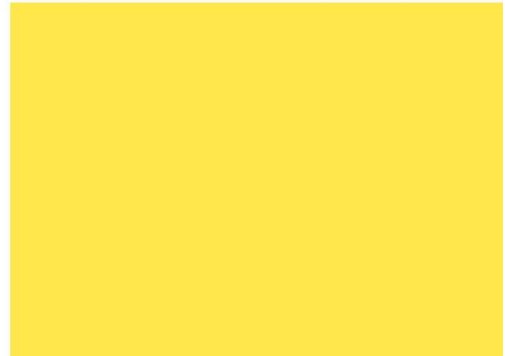
## **PI&O Mission Statement:**

**“To provide and communicate consistent and readily available information and resources to all those affected by crystal meth.”**



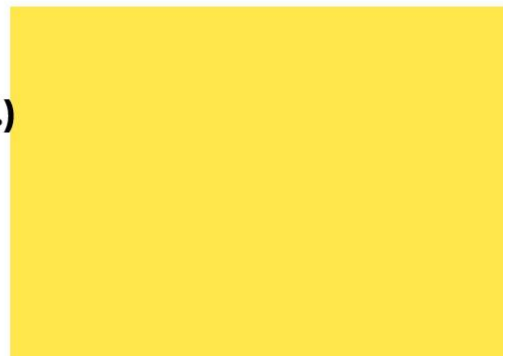
# OFFICERS

- **Chair-Armando D.**
- **Co-Chair-Julie E**
- **Secretary-Daimeon P.**
- **Treasurer-Rob R.**
- **Helpline Coordinator-Louis M.**



# LIAISONS

- **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

- Professionals and Underserved Areas Outreach (Julie E., Gina B. & Keith F.)
- Digital Outreach (Open)
- Fellowship Survey (Armando D.)
- Women & Diversity Outreach (Open)
- FAQ (Jimmy C. & Keith F.)

# PI&O Committee Members and Conference Breakout 2022

- Heather S
- Jeff L
- Sam P
- Rica B,
- Tim D,
- Keith F
- Jason C
- John C
- Kyle K,
- Rudy M (SC Delegate),
- Olivia H
- Mike S
- Mikayla M
- George M,



# FAQ Page



## 2022 CMA General Services Conference

### Completed Project-FAQ Page

- **History Behind Project**
- **Review Key Points**
- **Q & A**
- **Thank you Jimmie C and Keith F**

<https://www.crystalmeth.org/frequently-asked-questions/>



# HELPLINE REPORT



## 2022 CMA General Service Conference

### **2022 HELPLINE REPORT**

The CMA 24 Hour Helpline  
(855) Meth-Free ~ (855) 638-4373

~ Tradition Five ~

**Each Group has but one primary purpose –  
to carry the message to the addict who still  
suffers.**





|                |               |                |
|----------------|---------------|----------------|
| Dean M (TX)    | Jimmie C (NJ) | Chris M (GA)   |
| Thomas D (NY)  | Danny T (FL)  | Justin E (NY)  |
| Dale G (CA)    | Robert B (CT) | Nick F (IN)    |
| Anthony G (CO) | Bruce M (DC)  | Teddy H (FL)   |
| Brad L (IL)    | Eric M (PA)   | David C (MA)   |
| David H (CA)   | Mark M (NY)   | Samuel C (CA)  |
| Eric M (CO)    | Thomas N (NV) | Tia S (NV)     |
| Monty S (NE)   | Marc W (DC)   | David G (FL)   |
| Tom C (NY)     | Daniel S (IL) | Danny T (NV)   |
| Phil T (CO)    | Jeff W (FL)   | Daniel M (NY)  |
| Eric B (AZ)    | Steve M (GA)  | Theresa R (AZ) |
| Siobhan M (AZ) |               | Raul F (NY)    |

# VOLUNTEERS

Louis M (CA) - Helpline Coordinator

## STATISTICS 2021 - 2022

|                 | <u>Actual Calls</u> | <u>Calls Abandoned</u> |
|-----------------|---------------------|------------------------|
| October         | 194                 | 78                     |
| November        | 166                 | 59                     |
| December        | 178                 | 58                     |
| January         | 145                 | 45                     |
| February        | 150                 | 53                     |
| March           | 163                 | 52                     |
| April           | 161                 | 49                     |
| May             | 150                 | 53                     |
| June            | 314                 | 138                    |
| July            | 214                 | 78                     |
| August          | 185                 | 41                     |
| September       | 239                 | 70                     |
| Year End Totals | 2259                | 774                    |

## Yearly Comparison

| <u>Year</u> | <u>Actual Calls</u> | <u>Abandoned Calls</u> |
|-------------|---------------------|------------------------|
| 2021 - 2022 | 2259                | 744                    |
| 2020 - 2021 | 2724                | 879                    |
| 2019 - 2020 | 2158                | 475                    |



# AVAILABILITY

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

| Year        | Hours Available | Hours Covered | Hours |
|-------------|-----------------|---------------|-------|
| 2021 - 2022 | 168             | 74            | 94    |
| 2020 - 2021 | 168             | 115           | 53    |

**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
- Commit to at least one recurring hour per week (eg, every Tuesday, 3-4pm)



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

**[www.crystalmeth.org](http://www.crystalmeth.org)**

**or**

**[Helpline@cmagso.net](mailto:Helpline@cmagso.net)**

**PROFESSIONALS AND  
UNDERSERVED  
OUTREACH**



**2022 CMA General  
Services Conference**



## Our Purpose:

**“To reach the addict AND the professional who does not know CMA exists”**

**How do we accomplish this?**

- **Created database of organizations**
- **Contact via Email/Snail Mail**
- **Monitoring Professional Request Inquiries via website**

<https://www.crystalmeth.org/for-the-public/for-the-professional-to-request-assistance/>

## Entity's and Organizations We Target

- **American Society of Addiction Medicine**
- **NAADAC (The Association for Addiction Professionals)**
- **ChildHelp**
- **National Association of Social Workers**
- **International Employee Assistance Professionals Association**
- **Universities**

**In total, we have collected information on over 100 organizations and the list continues to grow.**



**Join us on the 3rd Saturday  
of the month at  
8:00am Pacific/11:00am  
Eastern  
(Zoom ID: 211 929 036  
PW: Teddy)**

## **DIGITAL OUTREACH REPORT**



# **2022 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. We are looking for a workgroup leader!**

### Call to the Fellowship

- **Skilled in Communications**
- **Video/Digital Productions**
- **Social Media/Digital Platform Advertising**
- **Knowledge of Google Analytics**
- **Can organize and lead workgroup for designated projects**

**if interested please email  
[julie.e@cmagso.net](mailto:julie.e@cmagso.net)**



## FELLOWSHIP SURVEY



# 2022 CMA General Services Conference

Fellowship  
Survey

- History of Survey 2012-2014-on paper, hand scored, labor intensive
- Update questions for 2024 survey to reflect current language in regards to D.E.I. as well as assist fellowship with areas of opportunity for outreach
- Joint Session with D.E.I Representative during breakout to brainstorm and discuss
- Work will continue over the next year at the PI&O Advisory and workgroup level,



## Fellowship Survey

- 1st draft of Survey questions to be sent to DEI for suggestions/edits, and move through other committees for editing and approval
- Electronic and Paper versions will be available for all-Accessibility a major focus
- Projected Timeline: Final survey to be presented to the delegates and GSC at the 2023 Conference in NYC, final report of results ready to be presented in 2024

## PI&O Feedback from our Delegates

- ★ An Online Resource/Toolbox-Photos on website
- ★ Updated and clear standards/suggestions for PI&O Outreach work on website
- ★ Presence at National Tabling Events
- ★ Branded merchandise for tabling “swag”
- ★ Outreach to Family Treatment and Drug Courts/Child Welfare Involved Families





## Monthly Advisory Meetings

**3rd Saturday of the Month**

**12:00 pm Eastern, 9:00 am Pacific**

**Join Zoom Meeting**

**<https://zoom.us/j/99397289310>**



**P** Appendix I GSC PI&O 2022.pptx



## **Appendix J: Executive Conference Committee Report and Presentation**

**Crystal Meth Anonymous  
General Service Conference  
Executive Advisory Committee Break Out Minutes  
Friday, October 21, 2022  
Doubletree San Diego Downtown  
9:00 AM - 6:00 PM**

The Serenity Prayer was led by Michael T (Germany)

The Twelve Traditions were read by Brent J (GA)

The Twelve Concepts were read by Mellissa S (NE)

### **Attendance and Quorum**

David S; Board Chair (GA)

Bobby K; Board Co-Chair (IL)

Jimmie C; Board Secretary (NJ)

Tanner W; Board Treasurer (OR)

Mellissa S; Delegate (NE)

Brent J; Delegate (GA)

Amber M; Delegate (HI)

Michael T; Int. Delegate (Germany/Switzerland)

Mike L; Delegate (NV)

Dominic C; Delegate (Washington, DC)

Aaron M; GSC Chair (CO)

Clinton C; Int. Delegate (South Africa)

Robert S; Trustee (CA)

Willie S; Int. Delegate (South Africa)

Will H, Int. Committee Chair (MA)

Dale G (CA)

**Welcome:** Name, Location, History and favorite vacation location.

### **Intellectual Property**

David reviewed the IP that we currently hold and reviewed some of the goals for IP maintenance or renewals, monitor for inappropriate use and continued use of our IP to the fellowship.

2022-2023 our logo with the circle and our name are already renewed, 2023-2024 SEE TAPE

- **Canada Appeal:** Initially refused based on our trademark being “deceptively misdescriptive”. Appeal refused for lack of sufficient documented evidence that the trademark was used by Canadians over the course of a number of years. The Executive Committee recommended not to appeal again and to wait and collect the data they requested and reapply.



A question was asked about what information Canada is looking for. David explained that tracking book sales, chip orders, pamphlet downloads, and website access. Up until this year, we had only one book and it was not information we tracked previously. Tanner was able to get into archives of our website and we put together a good collection of data for them. With Western Canada becoming more involved and having just had their own convention will add to that data going forward.

Brent mentioned how in his Delegate Packet review, he was surprised by the number of people who were interested in this topic. A general sense of the importance of having our IP protected there and gathering more information to eventually proceed. They also mentioned that our acronym conflicts with the Canadian Medical Association acronym (CMA) so a need to make us more distinct could be helpful. The question was also raised of "is this preventing us from reaching the addict who still suffers?". The answer is no. NOTE: We are not trying to register CMA, we are registering Crystal Meth Anonymous. We also fall under a different category (recovery) that the Medical Association.

The Delegate from Nevada suggested reaching out to the Canadian Ministry of Health to possibly serve as an advocate on our behalf.

One thing we can say is that Western Canada is really growing and is very strong in Service. I think we will find ourselves gaining this information. Consensus to move in this direction is approved.

### **Nominating Committee - Jimmie C (NJ); Nominating Chair**

<https://docs.google.com/presentation/d/1YcE9x-PMVhZwcP9ztEdUHHgXhwUntV1qBDDTWL-nrGU/edit?usp=sharing>

Jimmie introduced the Committee Members, reviewed the Trustee Map, noting areas for growth like the North Central, New England and Southeast Regions.

The Committee completed the following projects: revised and revamped the *Regional Assembly Outline and Media Kit*, *Deep Dive of the Nominating sections of the Service Manual*, revised the *Background Check and Disqualification Statement* as well as a *Recusal Statement for Nominating Committee Members*.

- **Recusal Statement:** This was done because sometimes there could be previous conflict between a member and a nominee, a member's spouse could be a nominee and there may be times when we need to not be a part of a particular discussion.
- **Background Check and Disqualification Statement:** we updated our application and added a more detailed explanation of what can disqualify a candidate as well as gave them a space to self-disclose any past legal incidents.



Jimmie then discussed the Committees ongoing projects which are formalizing the *Process Review* (formally the 360 Review), creating a *Nominating Timeline Calendar* and creating an *Outgoing Trustee Exit Interview*.

- **Exit Interview:** Something that we have discussed for a while. Want to use this as an opportunity for the Board to learn from itself, gain a better scope of areas for improvement and to build a better Board based on past experiences.

**Questions/Comments:** none

Moving forward, the Committee will be completing the Process Review and meeting with the At Large Trustees, focusing on filling the open Southeast Region Trustee opening (a one year term), conducting exit interviews, working with Areas for future Nominees and meeting with Executive for input and direction.

#### **Treasurer Report: Tanner W (OR), Board Treasurer**

CMA's most recent fiscal year ran from July 01, 2021 through June 30, 2022. This was our second year in the Pandemic Budget mode. As a result of our conservative budgeting we saw an increase in our cash on-hand, ensuring that we could continue to fund work that reaches the still suffering addict. This increase of funds was due to Seventh Tradition contributions that were \$11,000 over budget. Sales of chips, medallions and literature outpaced our budget by \$16,000, outpacing our budget expectations. Due to the delayed release of our App and other cost saving, our budgeted expenses were \$12,000 less than anticipated.

At the request of the Literature Committee (LAC) we will be including a literature sales report in our financial report. Notable Highlights include the launch of *A Sober Cell: From the Inside Looking Out* and our first book sold in Japan.

Tanner reviewed and explained the year end Balance Sheet and Profit and Loss (P&L) Statement as well as the Literature Sales Report. He also reviewed the Contributions by Region Report, showing that a majority of the Regions had outpaced their budgeted Seventh Tradition contributions, noting that the International donations are not displayed in this report. Another highlight was that Western Canada was able to submit contributions, he believes for the first time ever.

Tanner also reviewed the Literature Sales Report. The Voices of the Fellowship: Our Recovery has the largest portion of sales, followed by *Crystal Clear: Stories of Hope*, *Sober Cell: From the Inside Looking Out* and *Crystal Clear: Historias de esperanza*.

We were talking about the tracking for the Canada Appeal, do you have the ability to see where books are going to? Yes. That is how we knew about Japan.

**Questions/Comments:** none



## **International Service Structure Committee : Will H (MA), Committee Chair**

Will reviewed the Template for International Structure noting the suggestion for its completion by 2023. It is based on a NSP model (Nation, State, Province) but it allows room for organization based on linguistics and cultural affiliation. This is the proposed structure “to grow into” modeled after the North American “inverted pyramid” structure. Much of this structure is aspirational, though some global fellowships are growing enough to begin growing towards the existing structures described in the Service Manual.

The Committee responded to the request for a need for information on how to meet their individual group needs first, seeking shared experience about creating and supporting local service structures for the top of the pyramid. These discussions resulted in an “FAQ” to help organize locally and best serve the groups. Questions like “How to start a meeting?”, “How do we open a bank account?”, and “How do we start H&I work?” are included.

Needs identified are finding trusted servants, language/translations are vitally important, legal and cultural issues, being aware of DEI principles and decolonization and decolonization were identified.

Will reviewed the proposed time frame that the Committee is working towards. Currently, we are on track to meet those goals.

Will reviewed the CMA Structure Chart as it stands now. Most international groups have one level of service. A view of what the Structure Service Chart could look like moving forward, developing into a tiered service structure. In time, as Conferences in Europe and Australia were established, we would all be able to send Delegates to each other's Conferences and potentially elect Trustees to the Board. In the Mature phase, it opens to the possibility of a CMA World Conference, creating Delegate Envoys to the World Conference.

Issues to consider with this growth are does the CMA Board expand to include Trustees from each Continental Conference, does each Continental Conference create their own Board, or perhaps both, and Does the World Conference grow to be an active service body engaged in active work on behalf of the Global Fellowship, or is it a resource for information sharing.

- **CMA Cape Town South Africa Report: Willie S and Clinton C, International Delegates**

Willie S from South Africa gave a brief report on what has been happening in their fellowship. Cape Town CMA started about a year and a half ago with online meetings. They started their first in-person meeting a month ago. Since starting the in person meeting, they have been hearing from some of the poorer areas of South Africa where they can not afford to go to the online meetings. We are expecting a group from Hanover Park, which is an area known for its large amount of meth use in South Africa. We are grateful that we are able to be accessible to areas who could not attend online. It is a major step for CMA South Africa. They have about 45 to 50 people who support the



fellowship and are financially very strong and can support their meetings. They are very thankful for CMA and that they can bring some solution to our area.

Sadly, Michael T, International Delegate from Germany/Switzerland had to sign off right as the International Report started, so we were not able to hear their report.

Will closed saying that the challenge we have is that, for the most part, the people who are participating in the International Committee are the service “rock stars” in their areas. They are the ones doing most of the work and are “maxed out” on available time and bandwidth. We see this here domestically as well. We know that this is just part of growth.

### **Questions/Comments:**

Bobby K stated that It is interesting that a Board of Trustees, being the legal arm of CMA North America and the differences in laws and financial structures, etc. It is interesting the idea of a Board of Trustees that covers the world versus the spiritual arm that brings us all together. It might be that each country might need its own legal arm. Will stated that we have already seen the different legal issues around the world where it will be different depending on local political structures. The EU has a legal structure that spans the continent but then each nation has its own legal structure.

One issue that has come up is Fulfillment and the availability to get supplies. One option to solve this would be to allow Europe and other countries to license and produce their own supplies.

David commended the Committee for the work they have done. It is a lot of information to process and there are many facets that go into this expansion. It is as exciting as it seems daunting. Will responded that, when they were originally writing the SRO for CMA, we had the same feeling.

Will mentioned that when they talked to the folks at Narcotics Anonymous about their World Conference, the one thing that blew their minds was that their Conference is simultaneously translated into about a dozen different languages, much like the UN. Logistically, they have the Conference in the same location, largely due to this feature so they can use the same company each time.

Will also wanted to thank Dale G who chaired this Committee in its early days and for laying the groundwork for this Committee.

### **Organization & Structure Committee - Bobby K, Committee Chair**

OSC Membership contains Board and Non-Board Members and invites members with special skills related to a project we are working on. This is a closed Committee.

Bobby reviewed the Committees Purpose including the goal to fulfill the requirements of the Records Retention Policy, Records Management and to provide a mechanism for the acquisition



of institutional knowledge by current and future Board members. The Committee has been tasked with Record Keeping, Google Drive Administration, the CMA Archives, and the List of Motions. They also handle document review and editing of the Bylaws, Conference Charter, Policies and Procedures and Service Manual revisions and maintenance.

The Committees projects were reviewed such as Nomenclature and the Agenda and Minutes Standardization which are complete as well as the Google Drive review and the Service Manual Update which we will be reviewing this afternoon.

Our upcoming projects include writing job descriptions for service positions, education (how to disseminate this information to new service members) and further document reviews (Bylaws and Conference Charter).

We have created two new roles this year. The Archivist and the G Suite Administrator. That role will handle the assignment of emails, privileges and group management.

***Questions/Comments:***

Dale G (CA) stated that last year he was in Arizona where our storage facility is and they inventoried and took pictures of the artwork and memorabilia that belonged to our founder Bill C. There is a question about what to do with all of it. They discussed auctioning off some of these pieces. We have these photos if we want to create some type of “catalog”. David responded that we are about to elect an Archivist who will get some of those questions raised and get this moving forward. Jimmie asked if we had reached out to Bill’s family to see if there was anything that they wanted to retain. Dale did and they stated they have no claim to them. Jimmie also mentioned that maybe some of these items, like Bill’s chair (which was at the Conference), his leather jacket and boots and his artwork should be on the website. So few of us know anything about him except for what is written in our books. It would give the rest of us a chance to get a feel for who Bill was.

Dale also mentioned that he has a list of all of the past Conference material that we have and what we need to try and collect. We try to have a coffee mug and banner from each. David mentioned how NY has pennants from each of their Conferences that they display at each Conference (like in your High School Gym). They also have the documents from when they were writing the SRO, we have the notes and decisions, which are part of records retention and should probably be digitized.

~~~ **Lunch Break** ~~~~

Return from Lunch: Serenity Prayer led by Jimmie C

Service Manual Revision Approval - David S (GA), Board Chair

David explained the need for updating the Service Manual. A small group of members went through the Service Manual, line-by-line looking for sections that did not reflect changes in policy, procedure and committees currently used by CMA. A fair amount of the revisions were



around grammar, punctuation, sentence structure or adding to clarify sections as well as to add new content. The last update was in 2018. New History was added along with updates to the Nominating Committees processes, and added the OSC and DEI Committees.

This will be presented during the General Session. This is a living document so it does not need Conference approval.

The following areas were updated or revised to the Service Manual:

- A History of Service - the addition of “The Fellowship Grows” and “CMA Evolves”.
- Addition of the Diversity, Equity & Inclusion Committee
- Addition of the Nominating and Organization & Structure Committees.
- Addition of the At Large Trustee Selection
- Other additional content to enhance/clarify existing sections.

The group then reviewed the revisions for clarity and consistency.

Mentor Project

David reviewed the Mentor Program and discussed the future goals of developing a formal feedback system. The mentor project was started in 2021 to mentor new Trustees. Each Trustee was assigned a Trustee who had at least two years as a Board member. Mentoring included document and procedural review, acclimating to the Board and 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.

The next goal for the Mentor Project is the development of a formal feedback system. Future goals include expanding mentoring to non-Board trusted servants, including Advisory Committee Chairs and Secretaries and focused mentoring for individuals with specific interests such as leadership, treasury, record keeping, etc.

The Mentor Project is focused around Concept Nine.

Questions/Comments:

What do you mean by a feedback form? It has been an informal “how is it going?” type of feedback previously. We just think it would be good to have something more detailed and specific.

How do we go about the selection process? Still giving them some sort of choice, but have the ability to match people up. Pole the current Mentor/Mentees to assist in figuring what would work best. Be intentional in our questions. Tanner and Bobby volunteered to coordinate the feedback.

Between now and Dec 31, let's get this down in a process



Vision Workgroup Update: Tanner W (OR)

Born out of last year's conference to begin exploring a series of goals that are long term to build a Fellowship that will outlive all of us. Long term financial planning, succession planning for continuity and strength in leadership, long term planning around Fulfillment and the archives, exploration to have a physical location(s), Building a Fellowship for everyone.

At the last Board Retreat, we fleshed out more about the type of talent we would need for things like a physical location and other goals. This has been very aspirational but we want to see how to move this forward.

At the Delegate meeting, they were asked to think about CMA in 2050. We are holding space after the presentation to hear that feedback.

How to entice the local level to step up to the next level. That may not belong in this workgroup but we don't know where that would land. Possibly Area Starting Kits would help.

Questions/Comments:

Robert gave his observation of his time in the large Fellowship in South Florida, stating how they have been unable to expand, largely due to a lack of willingness of members to step up into service. Aaron stated that this has been taken on by the GSC in the past to go and see if there are resentments or other issues. Mellissa stated that she brought two girls with her to the Conference and the 230 degree turn that this has had on them has been incredible. The Conference has super charged them.

David questioned whether this was even the responsibility of the GSC, stating that it seems more of a grass roots type thing. He also mentioned that we have "Meeting Starter Kits" and maybe we need to create an "Area Starting Kit". A discussion ensued around the willingness of local meetings and groups. Jimmie stated as Registrar, when new meetings come on board, he sends them an email with an offer to help connect them with their Area and/or Region. Once that is sent, it is up to them to take the next step.

Strategic Planning & Open Discussion

How have we done compared to last year? We have made a lot of progress on the Trustee and At Large Nomination processes, we have gained a lot of experience with the mentoring process, and financial planning is holding steady. We have made a lot of progress with record keeping and retention, we have standardized the meeting minutes and agendas, we have done a full revision of the Service Manual. The growth of CMA's International Committee has been impressive. We are working on "job descriptions" to help with continuity.

DEI has been making progress and has been working on Group Inventories and Inclusion Statements. We have updated the website and revamped the Service Portal, the anticipated



launch of the CMA App and we are going to see some great things coming out of PI&O and H&I. The Literature Committee keeps producing new materials as well.

Accomplishments and future goals

- Organization & Structure Committee
 - Service Manual Revision
 - Committee Agenda & Minutes Standardization
 - Google Drive Organization started
 - G Suite Administrator and Archivist positions have been created.
- Cleared a path for the DEI Advisory Committee
- Developed Regional and At Large Trustee Nominating Processes
- Created the Vision Workgroup
- Recruited External At Large Candidates with specific skills we needed.
- Shipper HQ/Online store updates (25 year enameled medallion, 12/12 banners, new bronze 20-25 medallions)

Executive Committee Goals for 2023 and Beyond

- Continues development of OSC and Google Drive administration
- Create a formal and expanded mentoring process and feedback
- Continue work with the Vision Workgroup
- Continue to refine the Trustee nominating process
- Revisit the Canada trademark application
- Continue work with the International Committee toward the goal of an International Service Structure and a CMA International Conference or Convention

David thanked our online attendees for their time, attention and input.

Mike L (NV) led us in closing the day with the Serenity Prayer.



Executive Conference Committee

CMA 2022 General Service Conference
October 20-23, 2022, San Diego, CA

Purpose of the Executive 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

- Exec Committee is the 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
- Engages important strategic discussion and work regarding future operation of the annual General Service Conference

Executive Committee Members 2021-2022

- 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 Members

- David S (GA) Board Chair
- Bobby K (IL) Board Co-chair
- Jimmie C (NJ) Secretary
- Tanner W (OR) Treasurer
- Aaron M (CO) GSC Chair
- Robert A (CA) Conference Cmte Chair
- Will H (MA) International Cmte Chair
- Melissa S (NE) Delegate
- Brent J (GA) Delegate
- Mike L (NV) Delegate
- Dominic C (DC) Delegate
- Amber (HI) Delegate
- Michael T (Germany) Delegate
- Clinton C (S Africa) Delegate
- Willie S (S Africa) Delegate

Intellectual Property Update



Intellectual Property Update

- USA:
 - Stylized Logo with circle
 - Crystal Meth Anonymous
 - CMA
 - Stylized Logo without circle
 - Voices of the Fellowship
- UK and EU:
 - Logo + Crystal Meth Anonymous

Intellectual Property Trademark Renewal

- 2022-2023 (Done)
 - Logo with Circle
 - Crystal Meth Anonymous
- 2023-2024
 - CMA
 - Logo without Circle
- 2024-2025
 - Voices of the Fellowship



“Crystal Meth Anonymous” Canada Appeal Denied

- Appeal refusal was based on a lack of sufficient documented evidence that the trademark was used by Canadians over the course of a number of years
- The Executive Committee recommended we not appeal again but instead, wait, collect the data they requested, and then reapply.
- The Executive Conference Committee agreed with this recommendation.

Nominating Committee

Jimmie C - Chair Nominating
Committee, Board Secretary



Nominating Committee

- Regional, Regional-to-At Large, & External At Large Trustee Nomination processes
- Disqualification Statement added to the application
- Provided NomCom updates for the Service Manual revision

Nominating Committee

- Reviewed Recusal Statement for NomCom members who are standing for Trustee
- Reviewed the process and questions for the Exit Interview with outgoing Trustees
- Reviewed the August Regional Assembly process



International Service Structure

Will H. Chair International Service
Structure Committee

Treasurer Report

Tanner W - Board Treasurer



Organization & Structure Committee

Bobby K - Chair OSC, Board Co-Chair

Organization & Structure Committee (OSC)

- Primarily tasked with records retention and management as per our Records Retention Policy
- Oversight of Google Drive and G Suite Admin
- Document review and revision (eg. Service Manual)
- Archives
- Engages with the Board and Advisory Committees for informational and educational purposes in an effort to have a uniform approach to record creation, storage, and retention.



OSC Current Members

Michelle "Red" S - Trustee

Aaron M - Trustee

Jimmie C - Trustee

Isaac K - Finance Committee

David S - Trustee

Walt W - Secretary

Yvonne W - Co-Chair

Bobby K - Chair

OSC Future Members

G Suite Administrator

Archivist



Organization & Structure Committee - Goals

- Create standardized nomenclature, format, and file-naming for Agenda and Minute documentation - Done
- Service Manual Revision for 2022 - Done
- Recruit G Suite Admin (job description approved) - in process
- Add Archivist to committee - in process
- Review of the Google Drive files and organization - in process
- Create job description for Trusted Servants & Officers - in process

Trustee Mentor Project



Trustee Mentor Project

- This program was started in 2021 to mentor new Trustees
- Each new Trustee was assigned a Trustee who had at least 2 years experience as a Board member
- Mentoring included document and procedural review, sharing institutional knowledge, and 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

Trustee Mentor Project - Goals

- Develop a formal process and feedback system
- Expand mentoring to non-Board trusted servants including Advisory Committee Chairs and Secretaries
- Explore focused mentoring for individuals with specific interests such as leadership, treasury, record keeping, website development, information technology, writing & editing, etc.



Service Manual Revision

David S, Bobby K, Aaron M, Dale G

Service Manual Revision

- The Service Manual is a living document and was last revised in 2018
- Since that time, the service structure has further developed and new or updated processes have been put into place
- Review of the revisions occurs at the Executive Conference Committee and the final approved version is presented to the Conference
- As a living document, Conference Approval is not required, per se
- However, the new document will be posted on our websites, and feedback from the Fellowship is welcomed and encouraged



Service Manual Revision

- The Service Manual was reviewed and revised for nomenclature, grammar/sentence structure, clarity, and the addition of new content, including
 - Additions to “The Fellowship Grows” and “CMA Evolves”
 - Addition of the Diversity, Equity, & Inclusion Committee
 - Addition of the Nominating and Organization & Structure Committees
 - Addition of At-Large Trustee Selection
 - Other additional content to enhance/clarify existing sections

The Fellowship Grows

“In 2020, the Coronavirus pandemic tested the unity of our CMA Fellowship. Without the ability to meet in person, would our members be able to continue feeling connected and supported? The fellowship responded swiftly in the face of a worldwide pandemic to provide meetings online. Within weeks, hundreds of CMA meetings were being held online and the website quickly adapted, making those meetings available in the directory. Would we be able to get sober and stay sober and help other addicts online? We did and in fact, some people found CMA exclusively online and remained sober. A happy consequence of going virtual was that CMA could now reach members in states, provinces, and countries where there was previously no access to CMA. Many members found a sober fellowship in different cities and countries, opening up more connections than ever before. Virtual meetings continued as in-person meetings resumed, and CMA became accessible to most anyone with Internet access seeking recovery from crystal meth addiction regardless of their location.”



CMA Evolves

"Early in our Fellowship's formation, it was decided by our founders to modify the language of the Steps, most notably by removing the gender in all references to God. It was felt this was a more inclusive approach, and allowed our members to truly create a higher power of their own understanding. At the first Conference, a motion was made to revert the language of CMA's Twelve Steps back to that of AA's original text. Because the Steps are a founding document, our Conference Charter lays out a specific process by which two-thirds of all member groups would have to ratify any change to the Steps, Traditions, or Concepts. Over subsequent years, the Conference developed a way to poll the groups and continued discussing this proposal. At the General Service Conference in New York, a sharing session was held which allowed the Fellowship to discuss the proposal ... The emotional and heartfelt conversation that took place was a powerful expression of our members' love for the Fellowship. Ultimately the Fellowship was polled and the effort to change the Twelve Steps, as we have always known them, was rejected."

CMA Evolves

"At the 2019 General Service Conference, the Illinois Area asked the Fellowship to host a listening session centered on diversity, equity, and inclusion (DEI). Illinois members expressed their experiences of being marginalized, questioning whether meetings were fulfilling their primary purpose: to carry the message to the suffering addict. A sharing session was placed on the agenda for the next Conference. The session occupied a half day of the 2020 Conference.

"At its annual meeting in May 2021, the Board of Trustees responded by creating a standing advisory committee centered on DEI issues. The first DEI Conference Committee was convened later that year at the General Service Conference in Dallas, TX. The Conference listened to the committee's presentation, and after much discussion, gave its approval for this Advisory Committee."



Public Information & Outreach Committee

"Anonymity is the spiritual foundation of all our Traditions. Personal anonymity need always be maintained at the level of press, radio, television, and film, and all other public media. Breaking anonymity at this level can cause harm to individual members as well as to CMA and the Fellowship as a whole.

"So how does this anonymity statement affect PI&O? If our service members in PI&O couldn't communicate with outside entities, how would anyone ever find out about CMA? CMA often cooperates with outside entities, such as churches and hospitals, without endorsing or affiliating with them, and without endangering CMA as a whole. The PI&O Advisory Committee provides a way for CMA to communicate with interested parties outside of CMA, such as physicians, therapists, law enforcement agencies, and other professionals, who sometimes have more access to still suffering addicts than members of CMA. Educating those professionals can ultimately result in connections with newcomers to the Fellowship, which then enables the groups to carry their message to these addicts, as long as we stay within the limits suggested by the Eleventh Tradition."

Visions Workgroup Update



2021 Conference - Vision Discussion

- 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

Vision Workgroup

What would it look like to build a fellowship that will outlast us all?



Vision Workgroup Purpose Statement

- The Vision Workgroup exists to help build a future that will endure
 - Physical locations for fulfillment, communications, & admin support.
 - Successful succession planning for the Board and GSC
 - Successful long-term financial planning
 - Building a Fellowship where every addict feels welcomed, wanted and needed.

Vision Announcement to the Conference

Tanner W



Vision Announcement to the Conference

- Jumping off the last bullet of building a Fellowship where every addict feels welcomed, wanted, and needed, we want to intentionally invite folks who haven't been a part of General Services before.
- We're looking for folks who may be new to service, specifically, folks who are BIPOC (Black, Indigenous, People of Color), trans/non-binary/genderqueer, women, people living with disabilities, and others who are underrepresented in the fellowship ... and anyone who has new ideas on how to bring every crystal meth addict to the rooms of CMA.
- If you identify and wanna help tackle one of these topics, we'd love to hear from you.

Vision Workgroup - Contact

vision@cmagso.net

tanner.w@cmagso.net

Vision Workgroup meets the second Thursday every other month at 5:00 pm Pacific





Thank You!

—
Questions?



P Appendix J Executive Conference Committee Assembly 2022 (1).pptx



Appendix K: Conference Committee Presentation



Conference Advisory Committee


| | |
|------------|--------------------------------|
| Danny T. | Conference Co-chair |
| Garrett V. | Registration Chair |
| Richard L. | Registration Co-chair |
| Michele S | Secretary |
| Aaron | GSC Chair/Literature |
| David S | Board of Directors |
| Brandon S | Communications Liaison |
| Ross H | Literature Liaison |
| Melissa R | P,I &O Liaison |
| Isaac K | Finance Liaison |
| Lee M | Merchandising/Online Sales |
| Bobby K | Member |
| Jereme W | Member |
| James C. | Member |
| Chris G | Member |
| Dean A. | San Diego Host Committee Chair |





Conference Advisory Committee

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



Working Around Changing Times



- 2008 - 2019 In Person Only
- 2020 Virtual Conference
- 2021 First Hybrid Conference
- Moving Forward.....
- Hybrid Conferences every year
- Available to all members Nationally and Worldwide and making it affordable for all members to attend.





Past Conferences

Salt Lake City

New York City

Phoenix

Los Angeles

Washington DC

Minneapolis

Chicago

Atlanta

Philadelphia

Denver

Fort Lauderdale

Dallas

And now, San Diego



Future Conferences

2023... Our Return to

New York City **“The Big Apple”**

Theme: **“A Service State of Mind”**

Logo: **Coming Soon**

NY Host Committee Chair

Ross Howard



And for 2024A



Your Las Vegas Host Committee Chair: Lee M.

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 provided gift bags or a suite at the Hotel with Beverages and Snacks
- The host committee plans a group activity or entertainment for one night at the Host Committee's expense.
- We encourage you to discuss your options with us.





Let's do it

Request a Bid Packet by email: Conference.chair@cmagso.net

Submit your bid to: Conference.Bids@cmagso.net

Deadline for our 2025 Bids: [May 15, 2023](#)



Conference Committee Report February 15, 2022





Our 2023 Conference Committee

| | |
|----------------------|-------------|
| Conference Chair: | Michelle S. |
| Conference Co-chair: | Aaron M. |
| Secretary: | Jeremy L. |
| Registration Chair: | Richard L. |



JOIN NOW

We meet on the 3rd Wednesday of the month.

Our Zoom meeting link zoom.us/j/94325539910



Thank You!

www.funlmada.com

P Appendix K 2022 CNF Conference Presentation.pptx

