2024
General Service Conference
of Crystal Meth Anonymous



Report of Conference Activities

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Overview of the Conference

The 2024 General Service Conference of Crystal Meth Anonymous was held Saturday, September 26th through 29th, 2024, at the Gold Coast Hotel in Las Vegas, Nevada. The Conference was a hybrid in-person/virtual event that enabled members from across the globe to attend and participate, allowing a wide range of voices to be heard throughout the weekend.

On September 27th, 2024, the seven Conference Committees (Communications [COM], Hospitals & Institutions [H&I], Literature [LAC], Public Information & Outreach [PI&O], Finance [FAC], Executive [EXE], 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, the CMA Service Structure was presented, followed by the Annual Financial Update. The Conference Committee reports were shared, a presentation on the CMA App was given, and trustee elections were held.. On the second day of the Assembly, the remaining Conference Committees presented their reports to the Fellowship, and the Conference was concluded following a Gratitude Panel.

Conference Summary

The following summary of reports and decisions has been extracted from the minutes to help Delegates and others who would like a concise wrap-up of the important things that occurred at the Conference. More details about all of these points can be found in the Conference minutes that follow.

Finance Committee

The overview and scope of the Finance Advisory Committee were presented. This includes developing policies, procedures, and recommendations in all matters concerning the finances of Crystal Meth Anonymous in alignment with the Twelve Traditions and the Twelve Concepts. Finance Committee activities were reviewed.

In the breakout, the committee discussed decreases in Seventh Tradition and ways to return to a positive return in these areas.

2025 Town Hall topics were reviewed and may include: The How and Why of the Seventh Tradition; What Does Your Dollar Pay For?; How Are The Funds Used?; One-page digestible breakdown of where your donations go.

The Committee continues to explore revenue-generating opportunities, including increased merchandise offerings.

New merchandise was presented to attendees, including new chips and the new meeting starter chip set.

Communications Committee

Communications has the following service offerings: crystalmeth.org, cmaservice.org,

Newsletter, Communications Email, Speaker Recordings, Delegate Packet, and the Conference Report.

Call out to the Fellowship to remember it is the responsibility of all members to ensure the meeting list is up to date. Please check your homegroup's information to verify accuracy and provide updates at crystalmeth.org

Speaker recordings are up to 365 recordings on SoundCloud. There were 97 recordings added in 2024! The playlist is filterable by topic, event, and state. Communications submits a call out to the Fellowship to submit speaker recordings. (QR code was displayed; see appendix).

The Tech Workgroup continues to update the Service Portal. CMA Service Classifieds in the portal provide available service work positions and needs. Committee chairs can post their service needs to the classifieds. All of the monthly GSC Advisory Committee call information is also available in the Service Portal. Pete S, the outgoing webmaster, and Bach P, the incoming webmaster, have been analyzing website analytics. The number of site visitors continues to increase, with approximately 400 people visiting the crystalmeth.org site daily. Improvements to the meeting list were demonstrated. Pete was thanked for his years of service to CMA.

The history of the CMA APP was provided to attendees, and there was an update on current key features, which include finding meetings, tracking your sober time, chatting with friends (Circles), accessing literature, and CMA speaker recordings. Version 2.0 will have new enhancements, including privacy, Android support (#1 priority), goal setting, notifications, an anonymous (moderated) community forum, photo and video sharing (Circles), and schedule daily routine. The new APP developer, Wits Innovation Lab, is committed to completing the project for CMA under its contract.

Literature Committee

The purpose of the Literature Advisory Committee is to produce literature for the Fellowship of CMA. The chair shared books currently in print—"Crystal Clear," "Voices of the Fellowship: Our Recovery," and "Voices of the Fellowship: A Sober Cell" (Spanish translation coming soon!). CMA now has 17 pamphlets available (visit the CMA website for the full list of pamphlets).

Current working projects include "Daily Meditation Reader," "VOTF: Our Families," and "VOTF: Sex in Sobriety." LAC is hoping to present drafts for Daily Meditation Reader and "VOTF: Our Families" in 2025. Other ongoing projects include "On Mental Health," "A Step at a Time," "Prison and Legal Issues," "Service of the Heart," and a poetry anthology.

CMA literature audio recordings were requested at the Conference in 2022 to increase accessibility. The audio recordings of "What is CMA?" and "The Twelve Steps: A Plan of Action" were shared with the body.

The LAC continues to collaborate with Communications to create content for the CMA newsletter, "Seeds of Serenity." It was also shared that NYCMA has unanimously voted to allow the book "The Twelve Steps for Crystal Meth Addicts" to be adopted by the GSC; the LAC is seeking feedback from the Fellowship on this.

Two separate proposed changes to "Are You a Tweaker?" were approved by both the LAC and GSC in 2023. Both versions are available on the website in interim approval. The LAC continues

to seek feedback about the proposed changes.

Stories for LAC projects can be submitted here: https://www.crystalmeth.org/submit-your-story/

International Committee & International Delegate Reports

International Delegates started the presentation with brief reports from their countries.

CMA in Australia turns 20 on August 16, 2025. Meetings in Sydney have decreased, and a core group of members are working to turn that around in the new year.

CMA in Eastern Canada has seen increased H&I meetings, and they are able to offer meetings to a more diverse group of people seven days per week. French-speaking meetings outnumber English-speaking meetings at this time. They sent a shoutout to New York CMA for the publication of “The Twelve Steps for Crystal Meth Addicts.”

CMA in Western Canada has meetings in the four main provinces: Alberta, British Columbia, Saskatchewan, and Manitoba. This year, they held their second annual convention in Alberta. CMA has been in Canada for 20 years now.

CMA in the United Kingdom is turning 12 in March of 2025. They have 24 meetings, and attendance is increasing. Call out to the Fellowship with an invitation to join UK online meetings.

This year, the International Committee created a roadmap for the future worldwide service structure. Solutions to declining meeting attendance around the world are being discussed. The committee created a draft of the New Country Welcome Letter to be included in a planned packet. Discussions are ongoing for an International Conference, which is hoped to come to fruition within the next five years.

Diversity, Equity, & Inclusion Committee

A history of DEI in CMA was reviewed. The DEI Advisory Committee Mission Statement was presented.

What is DEI? DEI stands for Diversity, Equity, and Inclusion. Diversity is the acceptance that we are all here, with our cultures and identities. Equity is action—how we all attain the same amount. Inclusion is outreach so that everyone has access to the message of CMA. Whether you are rich, poor, a person with disabilities, or from another country, you have access to our message. Belonging is everyone being able to participate in the Fellowship without feeling left out.

Helpful resources that could be added to the Delegate Packet were presented. The committee made a call to the Fellowship for local stories of DEI-related successes and opportunities. The

DEI pamphlet has been moved to the Literature Committee for review, and the committee continues to discuss a possible DEI survey.

Quarterly DEI workshops were presented in 2024 and will continue in 2025.

Hospitals & Institutions Committee

The H&I committee's purpose was reviewed, and 2024 activities were presented. The distribution numbers of CMA publications sent to institutions were shared. Books have been sent to inmates and libraries in 35 states as well as the Canadian province of Ontario.

The Pen Pal Matchmaker program continues to connect with inmates seeking support, and the committee is calling on the Fellowship for more pen pal volunteers. The town hall H&I orientation was held in 2024, and there are plans to hold another town hall in 2025 titled "How to Break Into Jail."

Finally, a contract with a company that provides literature to prisons was entered into, which will allow CMA H&I to provide literature to inmates via their tablets!

Public Information & Outreach Committee

PI&O released the water bottle label the committee created in 2024 during the presentation. These labels can be used for tabling events, outreach, and more. The labels, formatted for Avery 22845, include our website address, Helpline number, and a QR code.

Water bottle label template can be found here:
https://www.crystalmeth.org/wp-content/uploads/2024/10/General-Water-Bottle-Labels.pdf

The CMA Helpline still needs more support. For more information about being of service, please contact helpline@cmagso.net.

The 2024 CMA Fellowship Survey results were shared. A town hall will be held in February 2025 to share these results with a wider audience. Additional information on the survey and how to breakdown survey results can be found here:
http://www.cmafellowshipsurvey.org/Survey_Pamphlet_2024.pdf

PICO, a collaboration of PI&O and Communications, revealed PSAs they had been working on. The body was given an opportunity to provide feedback and the workgroup will utilize the feedback to make adjustments and work to get these PSAs ready to be approved for release on the CMA YouTube channel (youtube.com/@CMAPublicMedia).

Projects for 2025 include collaboration with International and Communications Advisory Committees, updating the PI&O presentation “Guidelines for Professionals,” creating new resources for tabling events, and continuing work within the Professionals and Underserved Workgroup to reach the still-suffering addict and the professionals who serve them.

Executive Committee

The Executive Committee primarily concerns itself with matters affecting the corporation of Crystal Meth Anonymous. In this regard, it helps ensure CMA’s compliance with federal, state, and local laws. In conjunction with the Board’s attorney, the Executive Committee also handles legal issues as they arise.

The Executive Committee continues to work with the Board by providing support with intellectual property issues, trustee nominations, the Organization and Structure Committee (OSC), and the Vision Workgroup. The OSC continues to maintain the Google Drive organization and is also completing the editing of the Conference Charter, including phasing out the word “World Service” from the document.

The Vision Workgroup, which asks the question, “what would it look like to build a fellowship that will outlast us all?” has been tasked with looking into physical locations for fulfillment, communications, and administrative support. The Vision Workgroup is also focused on gaining insight into the specific needs of online (non-hybrid) CMA groups and exploring how they could be supported through our service structure. The Vision Workgroup is seeking more input from the Fellowship. If you are interested in working with this workgroup, please contact us at vision@cmagso.net.

The 2024 Board Retreat was held in Denver, CO to discuss governance, financial planning, and service structure challenges.

Conference Advisory Committee

The 2025 conference city was announced as Portland, and the 2026 conference city as San Francisco.

The Delegate Workgroup continues to educate and empower Delegates. Their goal is to ensure that Delegates have the tools and resources they need to bring the voice of the Fellowship to the Conference. New Delegates are provided mentors, and there are several calls annually.

The Conference Committee has a goal of improving the bid process as well as the Conference technology process. Members of the Fellowship with IT and audio/visual experience are encouraged to join the committee to assist with improving the Conference's ability to reach all members of the Fellowship who wish to participate in the Conference.

Conference Minutes

General Service Conference Assembly - Day One

8:41 AM PST - Assembly convenes, called to order by John G, GSC Chair (TX)

The Serenity Prayer was led by Dale G (CA)

The Twelve Traditions were read by Patrick S, Delegate (CO)

The Twelve Concepts were read by Zach D, Delegate (CO)

Conference procedures were explained by Tanner W, At-large Trustee (CA) and Walt W (CO) served as parliamentarians for this Conference.

Election Runner was launched to determine the quorum. Quorum count results from Election Runner: Quorum (⅔ of registered voters = 57) Official count - 69 = Quorum reached

Overview of the Service Structure

Jon M, Vice Chair of the Board of Trustees, SW Regional Trustee (TX)

Jon gave a brief history of CMA over the past 30 years. Jon then reviewed the Service Structure of Crystal Meth Anonymous (CMA). Jon explained Concepts 4, 3, & 5 and the importance of Service Sponsorship.

Annual Financial Report

Bruce W, At-large Trustee & Board Treasurer (NY)

Bruce presented the financial health of CMA.

Overall, we are in good shape. As members, we all have a responsibility to make sure our finances stay in good shape.

For fiscal year (FY) 2024 (7/1/23 - 6/30/24)

Bruce reviews Concept XII - This means we can only do what we can afford, exercising caution when allocating our limited resources.

There has been a significant increase in the purchase of chips since COVID impact in 2021 - (over $40k in 2024).

The 2024 financials were positively impacted by the CMA swag merchandise. Congratulations to Gina B and the Finance Committee for creating CMA merchandise. We made an additional $3000 from CMA merchandise.

Bruce presented a breakdown of literature sales of each of our books. Total of 14,454 units sold since 2015. Literature is doing great, book sales increase year over year, especially with new offerings released in the past few years.

Expenses are being managed well.

> After removing an 11K one-time expense, 2024 net expenses are down from last year to $67,370. 2023 had 5,500 in restricted funds, bringing it to $66,923. When 2020/2021 is removed because of COVID, the increase in expenses roughly aligned with inflation.

Contributions are down from their peak in 2021 ($50k) to a low in 2024 ($25k). We are not doing

a good job of communicating to the Fellowship the good work that the GSC is doing. Call to the Fellowship to help get the message out on the importance of Seventh Tradition donations.

The Balance Sheet for CMA is healthy.

> We have $111k in the bank (Prudent Reserve + Operations). The target Prudent Reserve (10-12 months of expenses) is $63,096. Our current Prudent Reserve is $61,011, a very healthy 97% (11.6 months of expenses). We are in good financial health but the signal from the fellowship is that we are not communicating the message about where our money goes.

Bruce presents the Statement of Financial Position and Highlights a few key points.

> The Conference is one of our major expenses each year and costs roughly $20K. Travel expenses for the Conference and the Board Retreat cost roughly $24K. Special recognition to Hospitals and Institutions (H&I) for greatly increasing the number of books being sent to facilities. Recognition to the Literature Advisory Committee (LAC) for doing the work it takes to create new literature for the fellowship. We have to pay lawyers to protect the Board members and our intellectual property (the name Crystal Meth Anonymous, and our logos). They can also go after people who might be misusing our name. The website and app have been expensive, this year we spent $15K, but we have exciting news to share. The app is live and people are engaging with it.

We ask you to please take this information to your groups and advocate for increasing GSC Seventh Tradition contributions.

Bruce gave a reminder of “The Group Treasurer” pamphlet and the suggested donation information contained within. Groups in areas with three levels of service structure typically give 50% to their District or Intergroup, 30% to their Area, and 20% to the GSO. Groups in areas with two levels of service structure usually send 75% to Area or Intergroup and 25% to the GSO. Groups in areas with one level of service structure give 100% to the GSO.

Some key metrics were presented.

> In 2025, Committee budgets were only covered at 72% of the asked amount. In 2024 travel (Conference/Board meeting) was under-reimbursed. $205 average out-of-pocket cost for trustee travel. Percent of income from contributions had decreased by 23%. Percent of income from sales has increased by 56%. Do we want to be a store or do we want to be a fellowship?

Bruce did an exercise to highlight the current users of the app.

Questions/Comments

- Rich J, Delegate (GA): One of the problems at the Area level in GA is keeping up with the days/times of the meetings. Can those who start meetings enter meeting information of the app themselves?
    - Bruce: The app takes the meeting list information from the website. On a weekly basis it refreshes information with current info from the website.
- Michael W, Delegate (AZ): Offers a suggestion to have a town hall with the Area treasurers to get the word out to fellowships on Seventh Tradition donations.
- Ashley C, Delegate and LAC Vice Chair (UK): meetings internationally do now show up when searched on the app. Is there a way Finance can work with Communications to fix that?
    - Bruce: This is really important. We will get together with Pete (Webmaster) and Brandon (Communications) to fix that.

Finance Committee Report

Isaac K, Great Lakes Regional Trustee & Finance Committee Chair (IN)

Isaac shared the overview and scope of the Finance Advisory Committee, then read the purpose of the FAC in accordance with The Twelve Traditions and The Twelve Concepts. They develop policies, procedures, and recommendations in all matters concerning the finances of Crystal Meth Anonymous.

Finance Advisory Committee Activities

> The activities of the Finance Advisory Committee were reviewed. Drafting the annual budget and advising Committee Chairs during the budgeting process. Making recommendations on other financial priorities.
>
> Offering advice on the following: acquisition of assets in a manner consistent with CMA's Twelve Traditions and applicable laws. Management, maintenance, and protection of assets. Liabilities and contingent liabilities. Required financial filings with entities such as the IRS and State of California. Ensuring that receivables are collected in a timely manner. Ensuring that invoices and other payments are processed in a timely manner.
>
> Using assets (i.e. expenses) to meet the needs of Crystal Meth Anonymous as determined by our trusted servants in a manner that benefits CMA as a whole and 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?
>
> FAC acts as a resource for CMA groups on financial matters including but not limited to advising on negotiating leases and other contracts.

Isaac introduced the FAC Officers, members, and breakout participants.

Finance Conference Committee Breakout Topics

Issac walked us through each of the topics discussed during the FAC breakout session.

Seventh Tradition Decrease

The Committee discussed the noticeable decrease in Seventh Tradition donations received in FY2024 and considered possible factors in why this occurred and how to return to a positive outlook in this area. Some suggestions from this conversation include: Delegates report the levels of service back to their Districts/groups and indicate that ALL levels of service (groups, Districts, and Areas) can donate to GSO; make donating to GSO easier (QR codes on Committee page that can be printed and left in baskets); find better means to educate the entirety of the Fellowship on why they should donate to GSO and what the money funds, etc.; possibly report at the Area level what donations were received instead of at the Regional level.

2025 Town Hall

The Committee considered multiple possible topics to be addressed at the FAC 2025 town hall meeting. Some of the topics discussed were: The How and Why of The Seventh Tradition; What Does Your Dollar Pay For?; How Are The Funds Used?; One-page digestible breakdown of where your donations go.

Virtual Seventh Tradition

The Committee had a robust discussion surrounding the issues coming up in different levels of service as they tried to collect the Seventh Tradition virtually. Some key points brought up included sending money as “friends and family”, rather than “goods and services”, to avoid tax implications. Perhaps transferring money to prepaid debit cards to avoid mingling personal funds with Seventh Tradition donations. This conversation will continue and FAC will consider whether this topic requires a communication to be drafted for the Fellowship.

Revenue Generation/Fundraising

Ideas for new ways to generate revenue to fund our mission are requested and discussed at each Conference. Isaac reiterated the idea Bruce brought up of this fellowship being helped by merch sales and finding our way back with Seventh Tradition donations. Isaac then listed the ideas that were brought up for revenue generation. In regards to merchandise: pop sockets; catchy slogans unique to our fellowship, design/logo contests (prize could be Conference registration). Some other ideas that were discussed included a “Share Day” with suggested donations, a “Birthday Club” (campaign where people donate an amount of money based on their birthday year), and the General Service Organization (GSO) hosting a speaker meeting fundraiser. They also discussed ways to cut future costs (i.e. virtual Board Retreats, holding the Conference every other year, holding the Board Retreat attached to the Conference as a shoulder date).

Future Planning

The Conference Committee spent some time reviewing feedback provided by Area Delegates and making decisions on the direction work the Committee should take in the coming year. FAC is looking for ways to defer travel expenses (pooling miles, reward points). They are forming a workgroup, spearheaded by Keith F (keith.f@cmagso.net).

Isaac asked the Conference to take this information back to local fellowships that CMA won't be sustainable with merch for long.

Issac presented the new merchandise, including new chips, and the new meeting starter chip kit.

Questions/Comments

- Keith F, At-large Trustee (CA): What is the maximum an individual can give each year to CMA?
    - Isaac: $3,000
- Peter S, Delegate (Australia): 90 - 95% of our funds have come from Seventh Tradition. A large decline in donations would devastate our fellowship. You mentioned an "unstated message" that the Fellowship may be sending. What do you think it is?
    - Isaac - To me it could express a frustration that people aren't getting what they need or the assumption that GSO doesn't need it.
- Richard G, Delegate (UK): UK has never donated to GSO - there is a belief that we aren't required to. When we started, we were told to "keep our money" to grow the Fellowship. Does this advice still hold true as a suggestion?
    - Isaac - I know work is being done to structure the International structure, but I don't want to speak out of turn.
- Bobby K, Great Lakes Region Trustee, Board Chair (IL) - We want to make sure the message stays that the health of the local fellowship is primary. That said, as you've grown and if you have extra funds, there is nothing barring your fellowship from contributing to the GSO.
- Sarah GM, H&I Advisory Chair (NV): 2 points to make. 1. I rarely contribute to Seventh Tradition - It's just something I fell out of practice doing primarily with online meetings. I will be course-correcting. 2. I would suggest putting forward some kind of description of where your $1 goes when you donate to Seventh Tradition.
    - Isaac - That is something we are working on at the moment.
- Bach P, Delegate (PA): Seventh Tradition is down for our fellowship this year. This tends to be delayed 6 months to a year for our Area. Are you seeing an impact in local group Seventh Tradition contributions or is this only an issue at the GSO level?
    - Isaac: We only have data about what is coming to us but we've heard that some fellowships say Seventh Tradition donations are down.
- Bach: I would support this being discussed at the workshop or town hall that was suggested earlier.
    - Isaac: We will be organizing a town hall and discuss this further based on feedback from this Conference.
- Justin L, Delegate (Vancouver, BC): Donations seem to be limited to USD. As an international fellowship could we request to donate in other currencies?
    - Bruce: Yes!
- Ashley C: Suggested that we do a Venmo or Cash App collection right now to see what that raises.
    - Bruce: Yes, we can make this happen!
- Mark L - (NY) - I would encourage Delegates to go back and ask meetings to increase Seventh Tradition donations, including at online meetings. I also want to highlight the

need for better literature regarding the traditions and what the spiritual meaning of Seventh Tradition is. We pay our own way now that we're sober.
    - Isaac: We are working on getting more information from online meetings. Hopefully, we will collect some useful information regarding this issue.
- James C, Southwest Region Trustee Nominee (AZ): Arizona Area Treasurer - Our fellowship sucks at living by the Seventh Tradition concepts. We've put ourselves in a position where most of our contributions come from fundraising events. Now every seventh dollar goes to throwing those fundraisers. There is a perception from groups that they believe purchasing chips is doing our part to support the larger fellowship. We (AZ) are trying to reinvent how we do that. The town hall will be really important and provide valuable information for local fellowships.
- Nate D, Delegate (KS): We've seen an increase in the number of people coming to meetings but a decrease in contributions. We think this is due to the increase in the cost of living the last few years. We do potlucks and other fundraising events to be more innovative and offer more value to the Fellowship.
- The virtual donation information was shared in accordance with Ashley C's suggestion.
    - Venmo: @CMA-GSC
    - Zelle: treasurer@cmagso.net
    - Paypal: @cma1994

Monthly Advisory Committee Call Information

The Finance Advisory Committee meets on the 3rd Thursday of each month via Zoom at:
- 6:00 P.M. (PT)
- 7:00 P.M. (MT)
- 8:00 P.M. (CT)
- 9:00 P.M. (ET)

Zoom Meeting ID: 975 1575 0937

Communications Committee Report

Brandon S, Communications Committee Chair (TX)

Brandon started the presentation by reviewing the purpose of the Communications Advisory Committee.

Communications has the following service offerings: crystalmeth.org, cmaservice.org, Newsletter, Communications Email, Speaker Recordings, Delegate Packet, and the Conference Report.

The 2024 goals were reviewed

Tech Workgroup, continued website SEO, supporting the CMA App completion and roll-out, collaboration with Public Information & Outreach for our social media platform, publishing "Seeds of Serenity" newsletter quarterly, and the continued optimization of the Service Portal.

Meeting Listings

A reminder that it is the responsibility of all of us to make sure the meeting list is updated. Everyone, please check your home group's information on the website. Make sure information about the meeting type, accessibility, and location are all correct. Updates can be provided via crystalmeth.org/cma-meeting-updates/.

Speaker Recordings

13,637 plays, 365 recordings available on SoundCloud. 97 recordings added in 2024. Playlist by topics, events and states.

A call to the Fellowship to submit speaker recordings. (QR code was displayed, see appendix)

A call to the Fellowship to join the speaker recording workshop. We need more people to review the incoming recordings. (QR code was displayed, see appendix)

- Brandon S, (CA): I started recording speakers in our meetings back in 2013. I record speakers regularly at one of our meetings, then immediately send it in an email to that speaker with a blurb about the share along with a link to upload it to the website or offer to do it for them. I've recorded about 408 stories thus far.

  We've received feedback that stories don't get posted immediately. That's because we have a review process and we schedule them to post at regular intervals.

Tech Workgroup

Gina B, Pacific Region Trustee, Service Portal Registrar (CA) reviewed features of the Service Portal website.

CMA Service Classifieds on the Service Portal provide space for GSO to ask the Fellowship for help with service work. Members can see what committees are looking for and send a message to sign up to assist their work. Chairs or Vice Chairs can post their own classifieds based on their respective Advisory Committee. Members can also subscribe and get notifications whenever someone posts a classified entry.

Gina highlighted the service calendar on the homepage of the Service Portal. It contains all the information for monthly Advisory Committee calls in one place, including the Zoom link.

Members can now invite people to the Service Portal. Just go to your page and use the "Invitations" button.

A reminder to update your service commitments in 2025 on your Service Portal profile page.

Website Analytics

Bach P, Incoming Webmaster (PA) presented the website analytics.

He spent the year analyzing how people are interacting with the website.

We do this to answer questions about what we should be doing differently, how are we doing against the objectives that we've set?

We have seen a steady increase in website visitors over the past several years (4%). About 400 people per day visit crystalmeth.org. A vast majority are from the US but we have people visiting the site from all over the world (see appendix for map/chart from presentation).

In regards to how people find our website, 52% of traffic is coming from search engines. Search Engine Optimization (SEO) means increasing the number of people coming from search engines (see appendix for more detailed information from the presentation).

Are we speaking to the newcomer via the website? Analytics can tell us. 94% of users search for keywords with "CMA" or "Anonymous". This tells us that most of our website traffic is from people who already know we exist (see appendix for more detailed information from the presentation).

Where are people going once they come to our site? 78% of visitors are looking for a meeting or going to the meetings page (see appendix for more detailed information from the presentation).

Looking at objectives for 2025. One goal for the site is to work with PI&O to update and create new content for the newcomer. Another goal is for us to reorganize the website menu and simplify the organization of the site.

Pete S, Webmaster (CA) talked about the history and future of the website.

Pete is a member of a group called "Code for Recovery", the creators of the AA meeting app. He demonstrated the meeting list/page of the website. It is now more streamlined and shows meetings in your own time zone. There is also easy access to online versions of the readings we use at meetings. Accessibility options have been added to each page as well (little blue guy).

Pete introduced Bach as the new webmaster!!!

Standing ovation for Pete S in recognition of his 30 years of service to CMA. Thank you, Pete!

- James C (AZ): A story about the SoundCloud recordings. In June, my father was found dead. I had to go identify the body, then I had to go home alone. I listened to members of CMA through the speaker recordings, who got me through the night. Thank you for saving my ass once again CMA.

2025 Goals

- Delegate Packet/Conference Report Workgroup
- Building out the Speaker Recording Workgroup
- Publishing the "Seeds of Serenity" newsletter quarterly
- Supporting the CMA app
- Update the website with newcomer-focused content and reorganize the site for simplicity
- Collaboration with PI&O for communications on social media platforms

- Fine-tuning the back end of the meeting lists.

Questions/Comments

- Lance S, Delegate, Southeast Trustee Nominee (FL): For “Seeds of Serenity” - there is a section for CMA events near and far. Is the contact info for that cmagso.net?
    - Brandon: Yes, newsletter@cmagso.net.
- Do these events have to be reviewed/approved? I have sent events for two years and haven’t gotten a response.
    - Dale - We’ve only been doing it for one year but we are glad to include any events. Please send your events at least three months in advance.

Monthly Advisory Committee and Workgroup Call Information

The Communications Advisory Committee meets on the 4th Saturday of each month via Zoom at:

- 10:30 A.M. (PT)
- 11:30 A.M. (MT)
- 12:30 P.M. (CT
- 1:30 P.M. (ET)

Zoom Meeting ID: 574 238 7995
Passcode: 271727

The PICO Digital Outreach Workgroup meets on the 2nd Monday of each month via Zoom at:

- 5:15 P.M. (PT)
- 6:15 P.M. (MT)
- 7:15 P.M. (CT)
- 8:15 P.M. (ET)

To attend, please email: pico@cmagso.net.

Donation Announcement - Bruce W

Bruce announced that $1,123 was donated during the AM portion of the Conference, since the suggestion from Ashley.

App Presentation

Bruce W, At-large Trustee & Board Treasurer (NY)

Bruce presented the history of the CMA app. The app has been a challenging experience overall, especially because the original developer went out of business. We found a new developer, Wits Innovation, who is committed to completing the project for CMA in its contract.

Bruce demonstrated the app functionality.

Bruce presented more information from Wits Innovation Lab, including features of the app. Key features of the app include: find meetings, track your sober time, chat with friends (Circles), access literature, and CMA speaker recordings. See presentation in appendix for more information about “Target Audience” and “Challenges”. Version 2.0 will have new enhancements including: privacy, Android support (#1 priority), goal setting, notifications, anonymous (moderated) community forum, monthly pledge tracker, photo and video sharing (Circles), schedule daily routine, and a chatbot.

Questions/Comments

- Rob R, Mid-Atlantic Regional Trustee (NY): Special thank you to Bruce and the Workgroup for working tirelessly to make it happen!

LUNCH

The Assembly Reconvenes at 2:00 PM PST

Quorum Count: Voting Members 63, QUORUM 42

Literature Committee Report

Ross H, Literature Committee Chair & Mid-Atlantic Region Trustee Nominee (NY)

Ross introduced the Committee members and reviewed the current offerings from the Literature Advisory Committee.

CMA books currently in print include: “Crystal Clear,” “Voices of the Fellowship: Our Recovery,” and “Voices of the Fellowship: A Sober Cell” (Spanish translation coming soon!)

CMA Pamphlets

> CMA now has 17 pamphlets available (See presentation from appendix, or visit the CMA website for the full list of pamphlets). “The Group Treasurer” pamphlet is currently being revised. “Sex in Sobriety” pamphlet was Conference approved in 2023. Two more pamphlets coming soon are “DEI in Crystal Meth Anonymous” and “H&I: How to tell your story for an H&I Commitment.”

Daily Meditation Reader

> The daily meditations project is coming soon! This is a meditation reader for CMA written by crystal meth addicts. This project is 3 years in the making. First round of editing is done and the 2nd round of editing is near completion. We will begin our third phase of editing soon and may have a draft by next year.

Voices of the Fellowship (VOTF) projects in progress requested by the Fellowship of CMA

VOTF: Our Families

> This book explores the complex nature of families and how they can support our recovery. Twelve LAC-approved stories. One story is being edited. Expect a completed draft in early 2025!

VOTF: Sex in Sobriety

> These stories explore how we develop new associations with sex and create healthy connections. Five LAC approved stories so far. Four stories to be edited. Looking for more diverse stories from the Fellowship.
>
> Other projects in the works include: On Mental Health, A Step at a Time, Prison and Legal Issues, Service of the Heart, Poetry Anthology. (See presentation in appendix for more detailed information)

CMA Literature Audio Recordings

Audio recordings of our literature were requested at the Conference in 2022 to increase accessibility.

Freddie C and Bobby H have completed recordings of all seven readings, using a diverse number of voices from the Fellowship.

The suite of readings will soon be available on the website under the literature tab.

Future goals for this project include: audio recordings of pamphlets, audio recordings in other languages, video recordings of our literature/sign language.

Ross played audio recordings of “What is CMA?” and “The Twelve Steps: A Plan of Action.”

Huge thanks to Bobby H for all of the editing that was done in this project!

CMA Newsletter: Seeds of Serenity

Working with the Communications Committee on contributing content from the LAC, including poetry and stories from Service from the Heart.

Looking for contributions from the various Committees about what you want to get out to the Fellowship.

Language translations available on the website include: German, Spanish, Russian, French. A call to the Fellowship for assistance with translations in other languages.

12 Steps for Crystal Meth Addicts

Published by NYCMA and has sold over 4,800 copies so far. There is a free PDF version on nycma.org. NYCMA has been donating copies of the book to CMA H&I requests.

We are working on a Spanish translation of “The Twelve Steps for Crystal Meth Addicts.”

The 3rd draft of “The Twelve Traditions for Crystal Meth Addicts” is in progress and has been made available to the Fellowship for review and comments. You can find it on nycma.org.

NYCMA has unanimously voted to allow this book to be adopted by the GSC. The LAC would like to hear feedback from the Fellowship about this.

The book is available for groups to purchase for group use at $4 per copy. Contact Ross H at literature@nycma.org.

Are You a Tweaker? GSC approved version

Two separate proposed changes and both were approved by LAC and GSC in 2023. Currently “Are You a Tweaker?” has been taken out of conference approved status and both versions are interim approved. Both versions have been available on the crystalmeth.org website for the past year. Asking the Fellowship for feedback about the

proposed changes. (See presentation in appendix for more detailed information on the proposed changes.)

New booklet and pamphlet ideas brainstormed at the breakout session

The new ideas for booklets/pamphlets discussed at the session included: Principles of Recovery—Applying Traditions and Principles; placemat with QR code of literature; Concepts: How Are They Applicable; Atheists/Agnostics in CMA; Long-Term Recovery: Folks with Over 10 Years; 12-Step Overlap; 101 Meeting Topics; Twinkers and Twonkers (Young People Getting Sober).

They also discussed setting deadlines and streamlining processes. As well as ways to prioritize projects with their limited resources.

Calls to action for the Fellowship:

Are you reading your story in our literature? Is your community being represented? If not, we want to hear your story!

What would you like to read? What is missing from CMA literature? What could be better?

Write your story! Our literature is written by CMA members. Please visit the VOTF section of the website for a list of projects and information on how to share your story.

One-year goals were reviewed

First Audio Release is done!

Our Families is very close!

Daily Meditations may take an extra year, but positive forward motion.

We are expediting the process of editing projects.

Questions/Comments

- Tanner, At-large Trustee (CA): 1. Super excited to hear NYCMA wants “The Twelve Steps for Crystal Meth Addicts” coming to LAC. 2. I would like to hear who from LAC is championing Agnostics and Atheists reading?
    - Ross: Colby from NYC brought it up and is very excited to start this project.
- Brandon S, (CA): Local fellowship loves the new “Are You A Tweaker?”. Some have created a Google Doc of questions to ask sponsees when working through NYCMA’s “The Twelve Steps for Crystal Meth Addicts,” is a step workbook being thought about?
    - Ross: It seems a natural progression to do a workbook once we’ve got both steps and traditions done.
- Scott, LA District Chair (CA): In LA we’ve adopted the new reading but some want to hold on to the old ones. Thank you very much for them!
- Texie L (CO): Some feedback on “Are You A Tweaker?.” We've been using the first version with “their kids” for the past year and it is really meaningful. The group has now

voted to take out “speed was our master”. We have been using the newest version since.

Monthly Advisory Committee Call Information

The Literature Advisory Committee meets on the 1st Saturday of each month via Zoom at:

- 8:30 A.M. (PT)
- 9:30 A.M. (MT)
- 10:30 A.M. (CT)
- 11:30 A.M. (ET)

Zoom Meeting ID: 862 0243 5371

International Committee & International Delegate Reports

Aaron M, International Committee Chair & At-large Trustee (CO)

International Committee (INT) and Delegate Reports: Aaron started the presentation by introducing International Delegates and asking them to report for their region.

Peter S, Delegate (Australia)

> On August 16 next year, CMA Australia turns 20. It’s when we hold our annual Unity Day. Made enormous strides in the past 5 or 6 years in developing an International Committee.
>
> We do have a lot of difficulties in Australia. Sydney has gone from 19 meetings to 6 meetings. Many meth addicts are going to NA and getting what they need. A core group of us are committed to turning this around for CMA in the next year. I’ve been running phone lines recently hearing a lot of people who cannot find a meeting. After being here at the Conference and hearing the website presentation, I realize CMA has a lot of online meetings available. Proposing to link the page with all online meetings from crystalmeth.org to the Australia CMA website, so they can always have access to meetings.

Carl B, Trustee (Eastern Canada)

> Our region is going through a bit of growing pains as well. We did have an increase in meetings due to H&I work. Able to offer meetings 7 days a week now to a more diverse group of people. In Quebec, English-speaking meetings are down in attendance, but the French-speaking meetings have gone up in attendance. Shout out to NYCMA for “The Twelve Steps for Crystal Meth Addicts” book, it has been a huge success for our fellowship.

Odene T, and Rob B, Trustees (Western Canada)

> Western Canada is doing pretty well. We have meetings in the 4 main provinces: Alberta, British Columbia, Saskatchewan, and Manitoba. There are three centers that currently have fellowships: Vancouver B.C has 3 meetings, Edmonton has 12 meetings, and Calgary has 3 meetings. We are very spread out but we stay connected and visit each other's fellowships often.

Recently we had our 2nd Convention in Alberta, it was a huge success, 20 years of CMA in Canada. There were speakers from Calgary, Phoenix, AZ, and Rhonda W who designed the CMA logo. CMA is growing in our region; we do H&I work and it is very exciting.

Ashley C, and Richard G, Delegates (UK)

In the UK, next March, CMA will be 12 years old. We have 24 meetings. 13 of those are online meetings. Did have meetings in Newcastle and Glasgow, Scotland but unfortunately, they folded. In general, CMA here is going well. In the last few years attendance has increased significantly.

We have a lot of good events happening. Recently, we had our 11-year Unity Day celebration. We also had an English Sports Day, which is about being silly and having fun outdoors. Also, we recently had a 30th-anniversary online speaker event.

As we approach our twelfth year of fellowship, we are also having some growing pains. There are lots of conversations about how to regulate “tweaker” behavior in meetings and creating a “code of conduct”. One thing we are advocating for is more cross-pollination of UK and US fellowships. If you have a chance to come to those online meetings, please do. We have some members who have significant time, but we would love to hear some experience from outside of the UK.

Aaron M gave the International Committee Report.

Aaron started by introducing the International Committee members.

2024 Goals

We created the roadmap for the future service structure worldwide. What are the next steps? Contact will be made with AA and NA to inquire how they have addressed the growth into international service structures. It may just take time.

Global Outreach

We are looking to help with declining attendance. The committee has made a commitment to join online meetings around the world. Going to reach out to AA and NA for contacts with clubhouses in other countries for potential shared meeting spaces. Civilian liaisons involved with branches of the military and their chaplains could be utilized to grow the Fellowship. Maybe we could think about corporate outreach.

New Country Welcome Letter/Packet

Draft letter was reviewed, edited, and approved here at the Conference. This letter will be sent to members of any international fellowship that requests chips, literature, or to have meetings added to the web portal. Packet will contain the welcome letter, the FAQ’s, and suggested International Service Structure for reference. Coordination with Communications is pending.

International Online Meeting

The time frame approved for the international online meeting is 1:00 P.M. PT. The meeting format will be decided by the International Committee members and the start date will be announced.

2025 Goals

International Conference Timeline

The thought is to be scheduled in five years. Filling out the international service structure will be the catalyst for a date. Number of participating countries is a question we all had. Utilizing Zoom addresses many of the travel limitations that have existed. Our goal is to be of help, not facilitate the Conference.

Translations

Spanish, German, and French are on the web portal. Russian and Dutch are complete but need small edits for publication. Farsi and Arabic need attention. Requests have been made for Portuguese, Italian, Polish, Greek, Turkish, Filipino, Bangla, Nepalese, and Japanese. Transition to a new Chair is in process. Aaron made a call to the Fellowship for multilingual fellows to help with this work.

American Report

A monthly update from the US will be incorporated into the agenda for the International Committee meeting. There is important information to be shared that may be of help for international fellowships. The focus will remain on other countries.

International Committee Past Actions Handbook

This is being developed by the committee to create documents that will outlive our participation, preventing the loss of institutional knowledge. It can be applied throughout the world as a guide and resource. Of course, autonomy will remain.

Questions/Comments

- Dale G (CA): First, to our international fellows who are from places experiencing growing pains. We have had these same issues. What we found was that when CMA members started sponsoring other CMA members, this created a home. That is one of the keys to creating stability within a meeting and a region. Second, Mexico has meetings but no representation. I challenge this fellowship to bring them into our structure. I would like the Board to extend service representation opportunities to Mexico.
    - Aaron: Thank you, Dale. I think this is a little bit of “if we build it, they will come”. There is a lot of recovery there and we have opportunities.
- Victor M (TX): In regards to the Spanish-speaking meetings happening in Mexico, they do exist. There are four meetings I know of. I have been providing readings and support materials to them via email or WhatsApp. The Fellowship exists, but they aren’t quite ready to step up.
- Ashley C (UK): In regards to the new country welcome letter, is any consideration given to new fellowships that we might not have translations for?

    - Aaron: We will know what language they are speaking by how they contact us. So far, most of the time we get contacted by someone who speaks English. If we need to translate that letter into another language, we will.
- Stu (CO): Just want to say that my home group in Denver is an online meeting. We have had some newcomers from Australia come to our meetings. I'm grateful that CMA is connected enough for folks to attend meetings online worldwide.
- Jonathan (CO): We should have on our radar active voice translation for our advisory committee meetings. It's likely very expensive, but this will help us grow in the future.

Monthly Advisory Committee Call Information

The International Advisory Committee meets on the 2nd Saturday of each month via Zoom at:

- 4:00 A.M. (PT)
- 5:00 A.M. (MT)
- 6:00 A.M. (CT)
- 7:00 A.M. (ET)

Zoom Meeting ID: 948 9399 9046
Passcode: 398970

Quorum Count - 64

Regional & At-large Trustee Confirmations

Lee M, Nominating Committee Chair, Pacific Region Trustee, Host Committee Chair (NV)

Lee M introduced the Nominating Committee (NOM) members and explained the Regional Trustee certification process.

Lee showed the 2023 Regional Trustee Map (see presentation in appendix).

He also reviewed the Area and Regional Nomination and Vetting Process that all of the Nominees have gone through. (See presentation in appendix)

Regional Trustee Nominee Introductions

My name is Isaac K (IL) 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 Kyle K (MI) to the CMA Board of Directors, as Regional Trustee for a four-year term beginning January 1, 2025.

Hugh G, (MI) seconded the nomination.

Kyle K addressed the Assembly.

My name is Jimmie C (NJ) 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 Ross H (NY) to the CMA Board of Directors, as Regional Trustee for a four-year term beginning January 1, 2025.

Rob B, (Western Canada) seconded the nomination.

Ross H addressed the Assembly.

My name is Jimmie C (NJ) 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 Mark M (NY) to the CMA Board of Directors, as Regional Trustee for a two-year term beginning January 1, 2025.

Michael P, Delegate (NY), seconded the nomination.

Mark M addressed the Assembly.

My name is George M (NC) 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 Russell G (NC) to the CMA Board of Directors, as Regional Trustee for a four-year term beginning January 1, 2025.

James C, (AZ) seconded the nomination.

Russell G addressed the Assembly.

My name is Mike F (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 David T (OR) to the CMA Board of Directors, as Regional Trustee for a four-year term beginning January 1, 2025.

Matthew L, (OR) seconded the nomination.

David T addressed the Assembly.

My name is Sarah GM (NV) and I am a crystal meth addict. On behalf of the Pacific Regional Assembly of Crystal Meth Anonymous, it is my pleasure to nominate Stephen F (NV) to the CMA Board of Directors, as Regional Trustee for a four-year term beginning January 1, 2025.

Tia S, (NV) seconded the nomination.

Stephen F addressed the Assembly.

My name is Paul C (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 Lance (FL) to the CMA Board of Directors, as Regional Trustee for a four-year term beginning January 1, 2025.

Danny T, (FL) seconded the nomination.

Lance addressed the Assembly.

My name is Michelle S (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 James C (AZ) to the CMA Board of Directors, as Regional Trustee for a four-year term beginning January 1, 2025.

Julie E, (AZ) seconded the nomination.

James C addressed the Assembly.

My name is Odene T (Western Canada) and I am a crystal meth addict. On behalf of the Eastern Canada Regional Assembly of Crystal Meth Anonymous, it is my pleasure to nominate

Carl B (Eastern Canada) to the CMA Board of Directors, as Regional Trustee for a four-year term beginning January 1, 2025.

Rychele C, (Online) seconded the nomination.

Carl B addressed the Assembly.

My name is Odene T (Western Canada) 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 (Western Canada) to the CMA Board of Directors, as Regional Trustee for a four-year term beginning January 1, 2025.

Justin L, Delegate (Vancouver, BC) seconded the nomination.

Rob B addressed the Assembly.

Lee M shared about his experience being a trustee.

Questions/Comments

- Tanner W (CA): Procedural question, are we planning on voting for all of the Nominees at once or are we voting for each one individually?
    - Jon M (TX): We are releasing one email vote with the option to vote yes, no, or abstain for each of the Nominees.
    - Tanner W: Can the Nominees vote for themselves?
    - Bobby K (IL): We are asking them to abstain from voting for themselves.

Quorum Count 60 - quorum achieved

Trustee Nominee Voting Results

Nominee	Region	Yay	Nay	Abstain
Kyle K	Great Lakes	**78**	0	1
Ross H	Mid-Atlantic	**75**	2	2
Mark M	Mid-Atlantic	**76**	0	3
Russell G	Mid-South	**76**	1	2
David T	Northwest	**77**	0	2
Stephen F	Pacific	**78**	0	1
Lance S	Southeast	**75**	2	2
James C	Southwest	**75**	2	2
Carl B	Eastern Canada	**65**	8	6
Rob B	Western Canada	**77**	0	2

The entire slate was accepted with substantial unanimity

At-large Nominee Introductions

Bobby K (IL): Outgoing trustees are asked if they are interested in At-large Trustee positions. Those interested have submitted a written statement of purpose. The Nominating Committee reviewed candidates and made recommendations to the Board. Then the Conference will vote on the recommendations.

My name is Bobby K (IL) and I am a crystal meth addict. On behalf of the Crystal Meth Anonymous Board of Directors, I nominate Michelle S (AZ) to be seen by a Board of Directors as an At-large Trustee for a 2-year term beginning January 1st, 2025.

John G (TX) seconded the nomination.

Michelle S addressed the Conference.

No questions/concerns were raised.

At-large Trustee Nominee Voting Results: Unanimous approval

Departing Trustee Gratitude & Gifts: Bobby K and Bruce W

Bobby K gave a special thank you to the outgoing trustees and presented them each with a token of appreciation.

Outgoing trustee gifts were presented to the following: Jereme W, Jimmie C, John G, Rob B, Lee M, Keith F, Tanner W, Bobby K, Rob R.

Assembly Adjourned for the Day 5:18 PM PST

Serenity Prayer by all

General Service Conference Assembly - Day Two

9:12 AM PST Assembly convenes, called to order by John G, GSC Chair (TX)

Bobby K, Board Chair (IL) informed the Assembly that, before this meeting, the Board met, voted and approved the slate of new trustees that the Conference recommended in yesterday's proceedings. He also announced the results of the officer elections that were held that morning.

Jon M, Board Vice Chair (TX) was elected as the incoming Board Chair

Gina B, GSC Treasurer (CA) was elected as the incoming Board Vice Chair.

Michelle S, GSC Vice Chair (AZ) was elected as the incoming GSC Chair.

Odene T, Western Canada Regional Trustee (AB) was elected as the incoming GSC Vice Chair.

The remaining officers will be filled at the next Board meeting.

Quorum Count - 67 = Quorum reached

Diversity, Equity, & Inclusion Committee Report

Michael C, Diversity, Equity, & Inclusion Committee Chair (NY)

Michael introduced the Breakout attendees as well as the members who attend the monthly Diversity, Equity, & Inclusion Advisory Committee meeting.

Michael reviewed the breakout agenda. In their breakout, the way they conduct introductions was explained. Information included: name, pronouns, city, state, where you were born, where your grandparents were born, your recovery journey and what your service history is.

Michael reviewed the DEI Advisory Committee Mission Statement.

What is DEI? DEI stands for diversity, equity, and inclusion. Diversity is the acceptance that we are all here, with our cultures and identities. Equity is action, how we all attain the same amount. Inclusion is outreach, so that everyone has access to the message of CMA. Whether you are rich, poor, people with disabilities, or people from other countries you have access to our message. Belonging is everyone being able to participate in the Fellowship without feeling left out.

The history of DEI was reviewed.

The Committee had requested information on what resources would be helpful to local groups through the Delegate Packet. The primary responses were for accessibility resources. The top responses are listed below. Michael noted that not all of these are DEI issues, some are for other committees.

- For physical/mature disabilities, providing early time for them to get to their seats.
- Large print readings.
- Greeters who can identify the needs of the attendees.
- Front seating for the disabled.
- ADA-friendly clubs and meetings.
- Trans folx being made to feel welcome.
- Reach out to jails and rehabs to let them know that everyone is welcome (PI&O, H&I).
- How to start a DEI Topic meeting (DEI Primer).
- Gender neutral literature (LAC).
- DEI Pamphlet (DEI, LAC).
- Straight inclusion.
- Voices of Color.
    - The LAC was very intentional when compiling VOTF: Our Recovery, to directly ask for POC stories and they are in the book.

The committee also asked for stories of success or failures related to DEI at the local level. Some of those responses were:

- Better alignment/discussion of Tradition Three's relevance.
- Our club is not ADA compliant, but the meetings are hybrid.
- Our meeting is at a LGBTQIA+ Alano Club where all people are welcome and accepted.
- I think we have created an extremely welcoming environment full of members who truly care about making sure others feel welcome. We see continued growth in the size of our meetings and in our diversity.

Delegate Testimonies

Michael asked some of the Delegates to speak of their experience with the committee.

Matthew L, Delegate (OR): I am a first year Delegate. The one thing that I would say is that the opportunity to sit in committee meetings yesterday and see all of the work that these committees do, I am bringing so much back to the role of Delegate. Thank you everyone for being so welcoming. This has been a great Conference for me. I wasn't participating in the Committees before getting to the Conference. I got my assignment for DEI and I was hesitant, I am really glad that I did. What I found was a room full of people, passionate about creating a home in CMA for everyone. I found a place that was full of and allowed curiosity. I found a place that had some discomfort, and my sponsor always told me that when I am uncomfortable enough, I will take some action. What a better place to sit with some discomfort and work through it together. A couple things I learned was just how important it is to show up where there is already a space to have these conversations. That is something I can take back home with me. I also learned that we don't all speak the same language, and that what I am trying to convey or ask does not always come across to someone else where they are understanding my intent. I am really excited to dig in and be a part of this.

Nicole H, Delegate (WI): I became the first delegate for the state of Wisconsin this year and was put in the DEI Committee. I wasn't 100% sure what that meant or all entailed. So, after some digging and asking some questions, I figured it out. It turns out I thought it was a perfect match! I was super excited, nervous, and yes, intimidated. I took it as an honor because I feel our whole state and the meetings are mainly the minority. And what better place for someone like me to come and be a part of the DEI Committee. But after going to the DEI Committee meeting, I don't want to go back. We talked about a lot of things, but when someone brought up how some straight people in their meeting are feeling uncomfortable, I had to speak up! I said something along the lines of being a straight female, even coming into the rooms of CMA can be intimidating. Besides that, the reading "from the books" are mainly queer as well. Someone asked if I knew the history of CMA and then continued to tell me how CMA was started because queer people didn't feel comfortable and just didn't fit in with AA. Which I thought was completely ironic because I went to AA and I didn't fit in so I came to CMA and found my home for the last 4.8 years. The gentleman got very agitated because I don't understand what that feels like to be oppressed. I'm a white female. I know what it's like to be oppressed. So, my own past trauma and my oppression meant nothing because I like dick too? I don't feel my voice was wanted in that group. My whole experience was shit. I have never felt that way in CMA before. It has always been my safe place, where I can be me and feel this amazing connection with people who are just like me, crystal meth addicts. I didn't go to the second session and to tell the truth, I was so irritated by it that I didn't come back to the Conference that night at all.

The whole purpose of what I am saying is if I don't even feel safe to talk in the DEI meeting, then we all have a bigger problem, which is the whole point of the committee to make sure all are welcome and feel included. It shouldn't matter that I'm not queer. I'm a tweaker, period.

Zach D, Delegate (CO): I identify as an Indigenous person of Mexican descent who is also half white, queer, I have kids, I'm an educator, and activist. There are a lot of pieces that make me and I couldn't stand up here as my authentic self without acknowledging each of those important and special pieces. I'm also a person who deals with depression, bipolar, addiction and lots of things I have been taught to feel ashamed about and hide away. It is only through self-examination and intention to love myself, that has allowed me to be here with you all.

I live DEI and it is more than an honor to join the conversation. This is my life as a queer, brown-bodied person in this world, my existence is about navigating spaces that were not created for me and finding my place.

I never fit in anywhere growing up and often find myself feeling like I don't fit in in spaces like this. One of my favorite quotes comes from author Audry Lord, "It is not our differences that separate us, it is our inability to accept, affirm, and celebrate those differences." So when we come to a table and discuss DEI and the conversation starts getting centered around identities that don't face exclusion in the broader context of society, I do find myself getting agitated, I do find myself having a hard time because when folx from a dominant ideologies, myself as a CIS-gender male, this world, in that regard, has been designed for me. When I walk into spaces I don't have to navigate exclusion because there are no laws, policies, social practices, or institutions that deny my inclusion.

The statement around being intimidated; It is ok to be intimidated in a space that does not center your identity, but that does not mean that you should feel inherently excluded. Discomfort is part of this work, discomfort is what allows us to grow. When you are feeling intimidated by a space because it does not reflect your dominant ideology, it doesn't mean that space needs to change to include you. When I walk into spaces that are for trans folx, women, and people of color, I have an opportunity to be in an experience where I can learn to empathize with an experience that is not mine. It is through that learning of empathy that we are able to see our differences in ways that we can celebrate. I don't want you to look up here and see a human being, I want you to see a human being in the full glory of all of his diversity. When we can do that, and we can see each other in all that we are, we get to see each other as fully human and that is where the magic comes from in DEI. When we see each other as human, it is not our differences that separate us. They become those places where we start to build the bridges of solidarity, connection, compassion, and yes, even joy.

Michael thanked Matt, Nicole, and Zack for their points of view and welcomed anyone who wanted to talk about their experience in the group or the discussion around straight inclusion to please come and talk to him. It is obviously a discussion that needs to continue to happen.

Brian W, DEI Vice Chair and Mid-South Region Trustee, (NC) reviewed their past and upcoming goals.

2024 Goals

- The DEI Pamphlet: Brian thanked everyone who attended the workgroup sessions to help create the pamphlet. He also thanked Ross H and the LAC for their collaboration. The pamphlet is currently under LAC review.
- DEI Survey: We are still not sure what the deliverable for this looks like. The committee explored this project a lot in the past two years and have been hearing from local groups who have already been creating their own surveys and been doing some of this work. We may treat this like we have done with the inclusivity statements and just become a repository for the work done at the local level to serve as examples. This goal will move into 2025.
- DEI Primer Workshop Series: These have been done on a quarterly basis and we have completed three of them so far and they have had a great response.
    - How to Start an IBM (Identity-Based Meeting)
        - We had speakers from different IBM's discussing the road they took to creating these meetings.
    - Accessibility.
        - Information and discussion around what is needed to make recovery more accessible. CART Captioning, ASL, and image descriptions were all used. The enormous nature of what we have to address as a fellowship and a world is hard to fathom and it feels and seems impossible. However, it does not feel any more impossible than I thought getting sober would be, and that happened. It does not mean that we should not try. Having hybrid meetings, CART Captioning, ASL, these things are not out of reach for people. Often, we look at the enormous nature of this issue and think it is too big to address. Do it anyway.
    - Service 101
        - This was to make sure that everyone knows the different levels of service. We had a presentation on the Service Structure, we had members from groups not normally seen participating in service speak of their experiences.
    - Attraction, Not Promotion
        - This workshop will be on December 08, 2024. One of the things we hear from the Fellowship is, how do we make our groups more diverse? We are going to start having those discussions.

2025 Goals

- The DEI Survey will continue to be worked on.
- The DEI Primer Workshops
    - Archive previous workshops (recordings and slides)
    - Accessibility (repeat)
    - Service 101 (repeat)
    - Is DEI an Outside Issue?
        - This issue comes up constantly and we are going to address DEI and its intersection with The Traditions.
    - How to do a DEI Survey

- We will see how this unfolds as we work on the survey in our committee work.

Questions/Comments

- Mark M, Delegate and Mid-Atlantic Region Trustee Elect (NY): Thank you for the work you have done and the Delegates who spoke. Other fellowships I belong to, their Intergroups and Areas fill in gaps on accessibility when the groups cannot afford it. We have heard, indirectly from the FAC, that Intergroups and Areas are sitting on cash and not necessarily donating it to this level so that they can do the work. I would challenge the Fellowship to look and see, is there a place for an ASL meeting that someone can host. I don't know how many people out there are tweakers who communicate through ASL, I know some in the NYC Area that I went to rehab with who are extremely frustrated mostly because of the quality of the translators. They cannot translate "our" language. It's an expensive cost but maybe there is a group that could host a Zoom meeting and take on that cost as an opportunity to expand our accessibility.
- Pete S, Webmaster (CA): Understood that we are having technical difficulties with one of the microphones but there should be one out at the aisle in the Assembly. Pete has learned more about accessibility in the last six months working at an LA hotel. I have had two people pushing me around in a wheelchair all weekend. You need to work with the steering committees when it comes to hotel selections to learn about accessibility. No one came up to him and asked him what he needed, and he was not complaining about it because he had people who were taking care of those things. In the future like him (and he can get up and walk), there are people that can not.
- Sarah GM, H&I Chair and Host Hospitality Chair (NV): As we were leading up to the Conference and as Host Hospitality Chair, it didn't occur to me that we should be seeking guidance as to how we might be able to be more accessible and create spaces for belonging and I reached out to Michael and he spent about an hour talking about it. It is something I should have thought about sooner, but I don't have to. I don't have to think about what anyone else is doing. I can walk into a space, even with a back that is hurt and get around. Why should I think about what you are doing? It isn't that I don't care, I just don't think about you. I forget that you have a voice. Michael took the time to create some amazing suggestions on how we might be able to address accessibility, and one of those things was to educate our volunteers. Michael did what I asked him to do, and I went out to dinner and when registration was set up, I didn't put those papers out to make sure that our volunteers had that information to pass along. In that information was instructions to ask members as they were registering if they had any accessibility needs, how we might be able to be of service, how is your hotel room, etc. We had the resource; I didn't use it. I didn't make sure that we took care of the people in this room. So, thank you again Michael for providing the resources that I asked for. It is not the role of DEI to tell us what to do. To direct us where we should be. Our fellowship asked for this information. Our fellowship asked for a listening session and we asked for a committee, but we as a body get so caught up in what is not working for me, "I'm a straight man", "I'm a woman", "I have kids" why aren't you changing the readings. We are so caught up in ourselves that we want to get angry at the people who are trying to inform us and give us the resources so that we can make sure that we are meeting the needs of the Fellowship, which we were tasked to do and is our job. So, thank you to this committee for actually thinking about how to do what the Fellowship asked them to do.

- Troy R (TX): Wanted to say thank you to everyone who made it possible for members to attend virtually. Working through all of the technical issues and the patience to wait for them to be fixed before moving on.
- Mark L (NY): It has been the ethos of the LAC to use gender-neutral pronouns. Many of you have commented in some of the longer-form literature (referring to the NYC Step Guide) we purposely introduced real pronouns of different people for the reason that we wanted everyone to read that text and see themselves somewhere. Specifically, women have been so grateful to find connection in the long-form literature. So, if you are reading the long-form literature and you see that it is not strictly gender-neutral in all places, that is intentional.
- Harry D (NJ): I know that we focus on books and translations, but who would handle the translation of a pamphlet to Braille? Would that fall under DEI or Literature? We talk a lot about race and orientation but we do have blind members that come to our meetings.
    - Michael: That could start at the local level or you could join the LAC and address it there.
- Pete S (Australia): I was intrigued by the question of straight inclusiveness and I am glad that some of the women came and spoke about that. For me it has always been that the constituency base of crystal meth has been wide-spread and it is important that that is represented in the Fellowship. What bound me to the Fellowship was the “Are You A Tweaker?” reading. There was a fundraising campaign led by Aaron M to help fund my coming here, since my fellowship could not afford to send me here this year. I wanted to thank everyone who contributed and made me feel included. My wife is Filipino and in her native language, there is no he or she. They are one in the same.
- Tom L (AZ): I support this committee greatly. I think it is important, just as the young lady that spoke earlier, I tried to participate in the committee and I was told that my experience was offensive and was not welcome, so I stopped attending the call. There is something that we have to understand about this particular committee and this fellowship and that is the fact that the historically marginalized groups are the majority in this fellowship, and I don't think we are looking at, as a committee that groups that are more in the majority outside of the rooms of CMA are the minority inside the rooms of CMA. I have watched over the last two decades, the number of straight men and women participating at the World level decrease, year in and year out. This room is not as full as it was in Utah in 2008. There is a reason for that. We have to get back to treating everybody equally and stop focusing on the differences. That is my concern, there is a role that this committee needs to play because we do need to make sure that it is successful. My wife has been attending these events since 2008, there has never been a sign language interpreter for her to hear. I have brought my children to these events, there is rarely something for them to do. Now, those don’t affect many of the gay men in the room, and like somebody said, we don’t think about it. But we have got to get back to what we can do to provide services and not what are the differences between us.

Michael closed by stating that it is important for everyone to feel included in all groups and if you need support with any type of prejudice or bigotry or exclusion at your group level, please reach out, we would be happy to help.

Monthly Advisory Committee Call Information

The Diversity, Equity, and Inclusion Advisory Committee meets on the 3rd Monday of each month via Zoom at:

- 6:00 P.M. (PT)
- 7:00 P.M. (MT)
- 8:00 P.M. (CT)
- 9:00 P.M. (ET)

To attend, please register on the Service Portal at: https://www.cmaservice.org/advisory-committee-calls/ or email: dei@cmagso.net.

Hospitals & Institutions Committee Report

Sara GM, Hospitals & Institutions Committee Chair (NV)

Sarah opened the presentation with the “We” version of the Serenity Prayer.

Sarah reviewed the Hospitals and Institutions Committee purpose and reviewed the committee's 2024 activities.

- Established the Jail Liaison Workgroup
- Created, documented, and implemented best practices
- Implemented their “Three Prong” approach
- Held an H&I Orientation Town Hall
- Literature on tablets in prisons and jails
- Easier access to Handi Tools
- Support and guidance to local H&I
- Fostered and empowering environment for service and mutual support
- Discontinued the Lighthouse Program
- Sent books to incarcerated individuals in jails and prisons

Texie L, H&I Treasurer Treasurer (CO) reviewed the distribution of books from the committee to those who are incarcerated. Twenty-three incarcerated addicts received books and were matched with a pen pal. Through the year, 791 books were sent to jail and prison libraries: 207 copies of “From the Inside Looking Out: A Sober Cell”; 249 copies of “Voices of the Fellowship: Our Recovery”; 153 copies of “Crystal Clear: Stories of Hope” and 186 copies of “Crystal Clear: Historias de Esperanza”. At the request of the H&I committee, 93 copies of “The Twelve Steps for Crystal Meth Addicts” were sent out by NYCMA.

Our records show that we have sent books to facilities in 35 states and the province of Ontario.

The Committee had a budget of $3350.00 of which we have spent 686.00.

Sarah introduced the members of the breakout session participants.

The topics of their breakout session were reviewed.

- Pen Pal Guidelines
- How to Break Into Jail
- Created Junior and Senior Treasurer and Jail Liaison Positions
- Elected the 2025-2026 Officers

- Mike F (CA) will serve as Chair, Rob B (BC) will serve as Vice Chair and Chris C (CA) will serve as Secretary. The committee will hold elections for all of the committee liaison positions and newly created positions at the November meeting. It was decided that the current Treasurer and Jail Liaison will extend their terms by one year to work with and train the Junior members in those roles.

Pen Pal Matchmaker Program

Sarah read a sampling from some of the letters received during the year.

Pen Pal Program

Chris C, Pen Pal Matchmaker (CA) acknowledged Cortland Y (DC), who also serves as a Pen Pal Matchmaker.

In the past year, 24 incarcerated addicts were matched with pen pals. It is important to note that incarcerated might also mean people who are confined to a hospital. From the Fellowship, 72 people signed up to be pen pals. There are 53 potential pen pals that are not currently matched.

The Workgroup also reviewed some of the older letters to redact personal or identifying information. Currently 2017 and 2018 are complete.

The Workgroup also collaborated with Texie to update the facilities spreadsheet and update it to reflect our current literature offerings. This gave us a better picture of who still needed our more recent books.

The pen pal suggested matching guidelines were reviewed. Volunteers need to have a minimum of 6-12 months of continuous sobriety, be working or have completed the steps with a sponsor and have a willingness to sponsor (if needed). Considerations when matching a pen pal is given to cultural or generational similarities, geographic location, sensitivity to the details of someone's incarceration and gender identification or sexual orientation.

You will find a QR code in the appendix of this report to scan to register to become a pen pal.

How To Break Into Jail, Rob B, Western Canada Trustee and H&I Secretary (BC)

Earlier this year, we hosted a town hall to present the H&I Orientation. On October 25, 2024 we will be hosting "How To Break Into Jail". This town hall is designed around how to approach and navigate the bureaucracy in a facility that does not have a meeting.

During the breakout, we noticed there was a lot of knowledge in the Fellowship from people who have done this already. There are Areas that are taking 50 meetings a week into jails. We wanted to combine all of that information into an easily digestible town hall.

The main areas we talked about were:

- **Casing the joint** - Getting to know information about the jail and find out who is in the jail.

- **Assembling the crew** - Who are you taking? Who is manning the desk? Who are the people at the drug court?
- **The inside man** - Who is the person that is going to help you?
- **Smuggling contraband** - Knowing the rules, what you are allowed to take in, is there a dress code?
- **Maintaining the cover** - What you need to maintain the meeting.

Jail Liaison Workgroup

Russell G, Jail Liaison and Mid-South Regional Trustee Elect (NC) spoke about how when they left the 2023 Conference with two goals: to get an international book order and to get our literature on tablets in prisons and jails. We used the “Three Pronged” approach we took, we had more time and more people excited about it. We did get our first international book order. It was a huge order for Toronto.

We have also entered into a contract with a company that will be putting our literature on the tablets used in prisons and jails. We will be able to get analytics or the usage. We will be able to see where the books are getting opened the most, which will become a lead to the local groups on where to try and take a meeting. Thank you to Mary “Aquanette” (TX) and Evan L (NC) who have been our bulldogs spearheading this project.

The Workgroup is also working on sponsorship by mail and re-entry information/what's next help package. We need to catch up with AA on this. We need to be there to provide help to these people leaving prisons and jails.

2025 Goals

Mike F, H&I Vice Chair, Board Secretary, and Northwest Region Trustee (CA) discussed the committee's 2025 goals.

- Books in every state by the end of 2025
- To have The Sober Cell translated into Spanish - special thanks to the LAC
- To get books into facilities in AK, RI, VT, and SC
- Books on jail/prison tablets - happening any day now
- Collaboration with PI&O - HiPi
- Sponsorship by mail
- Practice what we have put in place while we take a breath and reassess what is next

Mike also introduced the committee members who attend the monthly meeting.

Sarah closed the presentation by thanking the committee for their participation and what a pleasure it has been to lead this committee.

Questions/Comments

- Ace T, Delegate (NV): Wanted to thank Sarah for the work that she has done.
- Baby Mica (CO): said “HI” and “JOY!”
- Joe A, Delegate (MN): We have been taking meetings to a facility for years and it is hard to get people to go to this commitment. Sometimes I wonder if I’m making any difference

with this work and then I will run into someone in Minneapolis who was in the meeting and has now been released and they have six months clean.

Monthly Advisory Committee and Workgroup Call Information

The Hospitals and Institution Advisory Committee meets on the 4th Saturday of each month via Zoom at:

- 8:30 A.M. (PT)
- 9:30 A.M. (MT)
- 10:30 A.M. (CT)
- 11:30 A.M. (ET)

Zoom Meeting ID: 925 0767 1325

The Jail Workgroup meets on the 4th Saturday of each month via Zoom at:

- 8:00 A.M. (PT)
- 9:00 A.M. (MT)
- 10:00 A.M. (CT)
- 11:00 A.M. (ET)

Zoom Meeting ID: 925 0767 1325

Public Information & Outreach Committee Report

Julie E, Public Information & Outreach Committee Chair, Delegate (AZ)

Julie reviewed the Public Information & Outreach Committee purpose. Vision statement and mission statement. The committee members were then introduced along with the breakout attendees.

Water Bottle Labels

The most consistent request that we get from the Delegate Packet is a request for tools that groups can use locally to help them carry the message.

When you registered, you received a swag bag. In that bag, you should have noticed the bottle of water with the CMA label on it. A special thank you to the Las Vegas Host Committee in helping us get those labels onto the bottles this weekend.

In the appendix of this report, you will find a QR code in our slide presentation that will take you to a page where all of the tools we are creating are available for the Fellowship to use. The water bottle label will also be available in a customizable version as well, just like the Pull-Tab Poster from last year.

Julie introduced Troy R (TX) who helped create this project. These bottles can be used for tabling events, public events, and more. The labels include our website address, Helpline number, and a QR code to help get them there.

If you have any ideas for future projects, please let us know. We love making these projects come to life.

Helpline Report

Jimmie C, Helpline Coordinator and At-large Trustee (NJ) reviewed the purpose of the CMA Helpline and introduced the current Helpline staff.

We remember at last year's Conference, the Helpline roster looked very bleak. Since the NY Conference, the staff has doubled in size. In 2024, we finished the year with 82 hours covered, leaving 86 hours available. In 2023, we only covered 51 hours, leaving 117 hours available. We are moving in the right direction again. We also have the "Contact Help" page on crystalmeth.org. Through there, we received 119 emails. Those emails range from addicts looking for help to people submitting meeting updates. That email address is helpline@cmagso.net.

The call statistics were reviewed, breaking down each month's call activity. The number of calls vary greatly from month to month. At the end of the year, in 2024 there were 2648 calls attempted with 616 abandoned calls. That equals an abandonment rate of 23%. Comparatively, in 2023 we had 2305 calls attempted with 646 calls abandoned with an abandonment rate of 28%. An abandoned call is a call that hangs up before the voicemail picks up, most likely caused by an open shift in the schedule. This goes to show that when we are of service (like the doubled staff this year), we are reaching more of those callers because they are reaching an operator. The increase in calls also shows that folks are still looking for us, looking for help and they are finding CMA.

Jimmie showed a screenshot of last year's availability schedule, which shows what hours are available on the Helpline schedule. The current availability schedule was shown with greater coverage. For that, we thank you and for all of those addicts out there calling in, they thank you. At the NY Conference, folks were passing around sheets of paper and writing their names and email addresses down and over 150 emails were sent out with the Helpline information after the Conference. The response back from all of those emails was not the same, and that is not said to shame anyone. The Helpline is not for everyone and we know that. Yes, the fact that Saturday nights are still open bothers me.

Jimmie had a wonderful email from a woman in AZ who was waiting to be sentenced and wanted to help as much as she could while she still could until she was incarcerated. She took the 10:00 P.M. to midnight shifts every night for about two months.

There are many shifts where we don't get calls. I have one operator who has probably been on the service for at least six years and 80% of the time, on Tuesday morning I get an email saying "no calls last night." That is ok, we wait patiently for when that call comes in because I promise you, when that call comes in and you get to help someone, the feeling you have afterwards is so worth the wait.

If you think this sounds like something you are interested in, please email helpline@cmagso.net. The general requirements are:

- A suggested clean time of one year.
- Be working or have worked the Twelve Steps with a sponsor.
- Have a working phone that no one else uses.
- Internet access, separate from the phone you will be taking calls on.
- Be able to commit to a minimum of one recurring hour per week.

So, you might be interested in what the calls are like on the Helpline.

- We have had a really large number of calls of people looking for sponsor lists. I always tell them that that is something you will find at a meeting. If your local meetings are not taking time to ask potential sponsors to raise their hands, it may be something you want to think about implementing. I'm not telling you to do it, I am just saying it is what people are calling in looking for.
- We have a few regular callers that call every week to every once in a while. One Jason and I ping-pong back and forth with, usually mid-day, mid-week and about 30 minutes after he gets high. We know there is little we can offer at that point other than to make sure that he is somewhere safe, that he hydrates and that he tries to not pick up until he can get to a meeting. He knows where the meetings are and will tell us which meeting he is going to.
- I have another regular caller, a straight gentleman from California who called about every other month this past year for a while. It almost feels like we are friends now. He called me two weeks ago just to tell me that he had six months. We get a lot of those calls, where someone just wants to share with someone that they have a month, two weeks or even a day clean.

PiCo Workgroup

At last year's Conference, this workgroup was created combining members of PI&O and Communications to create digital outreach.

On December 14, 2012, CMA released their first Public Service Announcement (PSA) titled "There Is A Solution" on YouTube. The creative process took over two years, with multiple versions, edits, and graphic thematic changes. CMA has two official PSAs that can be found on crystalmeth.org and on YouTube www.youtube.com/@CMAPublicMedia.

We started this project with the intention of posting this work on "X" (formerly Twitter). We moved away from that because we can not control the sharing of our images the way we would need in order to honor Tradition Twelve. Rather than recreate the wheel, we decided to work within the YouTube platform.

Julie invited Harry D (NJ), one of the co-leads of the PiCo Workgroup (with Roberto F (CA)), to present four potential clips to the Assembly.

These clips were all done in 4K and are portrait style to reflect how many people view media, on their phone or tablet.

- PSA #1: Girl on Beach portrait style YouTube Reel
- PSA #2: Family in Street
- PSA #3: Text Style with Book Cover
- PSA #4: Person in Hallway

All of these PSAs are done with the same message and all include the website and Helpline number.

This work was all done by members of the Fellowship for free. Our previous PSAs were professionally produced. A QR code was shown for attendees to provide feedback on each video. Julie closed by thanking Dale G (CA) and Jimmie C for their guidance in

keeping this work within The Traditions and to Harry and Roberto for not giving up and persevering through setback after setback.

2023-2024 Fellowship Survey

The Fellowship Survey started during our breakout session at the San Diego Conference, where we collaborated with a member of DEI in the wording of the questions. There were a lot of phone calls and long meetings until we got the final version of the survey ready to distribute on Survey Monkey in July of 2023.

Rob R, Workgroup Lead and Mid-Atlantic Region Trustee (NY) reviewed some of the history of the last survey. It was done by postal mail and the results were tallied by hand on an Excel spreadsheet. Luckily, technology has grown to help us complete a survey like this much more efficiently. We have also been blessed with two statisticians to help with the reports.

An overview of the survey results were presented. A detailed and in-depth review of the results will be presented at a town hall meeting on February 01, 2025 at Noon PT/3:00 P.M. ET.

The survey was available on SurveyMonkey from June 2023 through June 2024. 1828 members of the Fellowship submitted responses from 45 states, Washington DC, and 21 different countries.

Richard C, Statistician (CA) presented some of the global survey results.

- Age
    - The median age of respondents was 45 years old.
- Ethnicity
    - 68.1% Caucasian
    - 11.5% Hispanic
    - 5.3% Black or African American
    - 4.9% Multiracial
        - Since the 2014 survey, the Black and African American population in CMA has grown and we are seeing that ethnic diversity has grown in the last ten years.
- Sexual Orientation
    - 60.2% Gay
    - 20.9% Heterosexual
    - 6.6% Bisexual
    - 3.7% Queer
        - We had more options to choose from in this survey.
- Gender Identity
    - 77.8% Male
    - 16.9% Female
    - 3.2% Non=Binary
    - 1.1% Transgender
        - The Fellowship still remains largely male. These results are strongly regional dependent. Southwest Region the division is nearly a 50/50 split

between men and women

- Recovery Experience
    - 29% of fellows reported having 0-6 months of clean time.
    - Nearly 30% have been clean for over 6 years.
    - 74% have cited relapse as part of their story.
    - 78% attend 2 or more meetings per week.
        - 4 out of 5 fellows report attending other fellowships in addition to CMA.
- First Experience in CMA (Introduction to CMA)
    - 48% found CMA through a friend.
    - 21% through Treatment Programs.
    - 17% through the CMA website and Literature
- Did you feel welcome at your first CMA meeting?
    - 64.8% felt very welcome
    - 29.9% felt welcome
    - 5.3% felt not welcome

George McG, Statistician (NC) stated that this data is based on voluntary returns of the questionnaires. This is not a scientific poll of our CMA membership. When we talk about "the Fellowship" in these results, that is based on those who completed the survey.

Aggregate data is important for CMA as a whole but the regional data, which will be reviewed at the town hall, is what is really going to impact our ability at the local level to increase the effectiveness of CMA.

Hospital and Institutions Results

- Treatment Programs
    - 2 out of 3 fellows have participated in a residential treatment or rehab.
    - Of those who attended residential programs, 55% report having access to CMA meetings while in treatment.
- Incarceration
    - 1 in 3 fellows reports having previously been incarcerated.
    - Of those, about 50% reported having access to Twelve Step meetings while incarcerated. This includes all Twelve Step Fellowships, not just CMA.
- Do you feel that CMA is diverse, equitable, and inclusive in your state or Region?
    - 1 in 5 fellows responded no
        - Fellows of color, heterosexual/straight males and those identifying as transgender or non-binary show a higher rate of answering no to this question.
- In the words of our fellows
    - The attendance is often heavily exclusively white, cisgendered male.
    - I feel like the focus is so much on LGBTQ that women and straight men are ignored.
    - There are many white people who don't normally come up to a non-white newcomer or newbie out of town.

A tri-fold pamphlet with these survey results was distributed at the Assembly and will be available on crystalmeth.org.

Professional and Underserved Areas

Jason C, PI&O Vice Chair and Delegate (CA) who has been elected as Chair in the next term, reviewed the ongoing work done in this workgroup. We are building our database of organizations that might be interacting with crystal meth addicts.

The workgroup researched 457 health clinics at colleges and universities in the US, primarily in underserved areas where we do not have CMA representation. We sent out 423 electronic letters to health clinics or counselors introducing them to CMA and 104 postal letters. We have received responses from some of the universities that were not familiar with CMA. Several had AA and NA on their website so we were able to educate them on CMA.

We have been working on a list of local PI&O contacts in Areas with CMA already exists. We have asked them if this is work that they would like to take on locally to be able to provide assistance or if they would like the Advisory Committee to continue with this work in their Area.

We have also mapped out the states that still need to be contacted to continue this work.

2025 Goals for this Workgroup:

- Continue researching and sending out letters introducing CMA to health clinics in all colleges and universities in underserved Areas where CMA does not exist.
- Contact local PI&Os to determine whether they have already done similar work in their Areas or would like support from the Advisory Committee in doing this work.
- Research and send out letters to those Areas that request assistance with the college project.
- Research and send introduction letters to drug and family courts.
- Identify ways to bring CMA to those Areas that are currently underserved.
- Identify other professional organizations that interact with addicts to introduce them to CMA.

2025 Goals

- Update the PI&O presentation given to professional organizations.
- Create visual and other resource tools for tabling events.
- Initiate project for building CMA in underserved Areas.
- Facilitate the fellowship survey town hall and identify opportunity areas for future work.
- Continue to build the professional organization database to send ‘CMA Introduction’ letters to those that may interact with the struggling addict, including drug and family court.
- Collaborate with the Communications Advisory Committee on tools for how to better connect with the newcomer.
- Collaborate with the International Committee on how to carry the message to addicts globally.

Questions/Comments

- Tanner W, At-large Trustee (CA): reminded everyone that we must include our registered

trademark when we use our intellectual property. He noted it was not on the CMA Logo on the Fellowship Survey brochure.

- Michael C (NY): Excellent work on the Fellowship Survey. I think this does coincide with the DEI Survey cross-checks and asked how the survey information was going to be used? How do you anticipate using the information? A lot of the information is what people are seeking in their local fellowships.
    - Julie: Again, this is just a snapshot of the data we collected. We plan on breaking this down by Region and perhaps collaborating with other committees. PI&O did the survey, but it serves the entire fellowship. More will be revealed at the town hall.
    - Jason: Wanted to add that the survey is going to be drilled down to the local Area and that is where it is going to be really useful. There is a lot of anecdotal feedback that we received in the individual responses that will be revealed and where a lot of the work will be formed.
- Ashley C (UK): There had been discussion in the past about extending the phone shifts on the Helpline to the International Fellowship. Is this something that is still possible or is this something that we should take back to our fellowships to start in our own Area?
    - Jimmie C: After the last Conference, Ashley and I did a test using her Google Number to see if this could work. Our phone system is only North America-based (US Number based). When we ran our test, the lag time for the international connection doubled which would mean that the system would push the caller to the voicemail anyway. That said, I will gladly do whatever I can to help you in creating an International Helpline. I'm sure we could get my predecessor Tanner W on the Board to help as well. When the UK first started getting involved in General Services and David used to attend the PI&O meetings, we had discussions around the UK starting their own Helpline and we can help you however we can with that.
- Zack D (CO): We heard some comments about representatives at the leadership level dwindling for certain demographics. This survey is a great way to begin to put that into context and be able to assess true disparity and wondering if there is an intention to get survey data for CMA leadership and then be able to compare that against the broader population to see where there are gaps.
    - Julie: That is a great point and it might be something we need to look at adding to future surveys.
- Jimmie C: This is just an additional call to the Fellowship. We know that a lot of you tweakers out there are really good at creating your Tik Tok videos and such. We need your talent on the PiCo Workgroup. We have two people who are doing that work, the more people we have working on them, the more points of view we have, the more content we can create.

Monthly Advisory Committee and Workgroup Call Information

The Public Information and Outreach Advisory Committee meets on the 3rd Saturday of each month via Zoom at:

- 9:00 A.M. (PT)
- 10:00 A.M. (MT)
- 11:00 A.M. (CT)
- 12:00 P.M. (ET)

Zoom Meeting ID: 993 9728 9310

The Professionals and Underserved Outreach Workgroup meets on the 3rd Saturday of each month via Zoom at:

- 8:00 A.M. (PT)
- 9:00 A.M. (MT)
- 10:00 A.M. (CT)
- 11:00 A.M. (ET)

To attend, please email: jason.c@cmagso.net.

The PICO Digital Outreach Workgroup meets on the 2nd Monday of each month via Zoom at:

- 5:15 P.M. (PT)
- 6:15 P.M. (MT)
- 7:15 P.M. (CT)
- 8:15 P.M. (ET)

To attend, please email: pico@cmagso.net.

Executive Committee Report

Bobby K, Board Chair (IL)

Bobby K started by saying, to his colleagues on the Board and the members of the GSC, great job. The amount of work and quality of that work is impressive and inspiring.

The Executive Committee and the breakout attendees were introduced and the Executive Committee purpose was reviewed. Bobby also explained how the Executive Committee negotiates contracts (like the Maxx Content contract) with our lawyers to always protect CMA's intellectual property. The Executive Committee is also custodians of "The CMA Conference Charter," "The Bylaws of Crystal Meth Anonymous," and "The Manual for CMA GSO Service." They also engage in strategic discussions and work regarding the future operation of the annual General Service Conference.

Intellectual Property (IP) Update

> The items that we currently have intellectual property rights to both here in the US and in the UK and EU were reviewed, as well as the renewal cycle on each item. Some may ask, how do you remember them all? We have lawyers who remind us when they are due and the FAC has those renewals marked on their calendar as well so that we do not miss them.
>
> How the General Service Organization (GSO) is laid out was explained (see diagram in the appendix). The EXE is one of the two bodies of the Board of Trustees, Under the EXE is the Nominating Committee (NOM) and the Organization and Structure Committee (OSC).

Nominating Committee

> The Nominating Committee does the work that helps ensure a smooth election like we had yesterday. They vet the Nominees and help us get to know them better.

Bobby introduced the Nominating Committee which is composed of four Board Members and three members of the Fellowship at large. The Regional Trustee Map was reviewed.

In the “off year” of their term, they work on projects to help make the nominating process work smoothly. This term, they updated the Regional Assembly Outline and Media Kit and compliance with new California Background Check procedures while also soliciting for and vetting Area Nominees. Their ongoing projects are documenting processes and procedures for future NOM members and creating a Nominating Timeline Calendar.

They are currently in the process of administering the outgoing trustee exit interviews. We use these to serve as an opportunity for the Board to learn from itself, get a view of areas for improvement, and to build a better Board based on the experience of our fellows.

They are also working with Areas for future Nominees. As you might have noticed on the Trustee Map, not all Areas are represented on the Board. The Committee will also meet with the Executive Committee for input and direction.

Organization and Structure Committee

Bobby introduced the members of the OSC and thanked Tanner W (OR) for serving as Chair. The composition of the committee is four to six Board members with at least two members of the EXE. Advisory Committee Chairs are asked to sit in as needed as well as CMA members with special skills like Google Drive knowledge, writing and editing skills, prior experience, and institutional knowledge to name a few. The OSC also houses the Google Workspace Administrator and the Archivist.

The OSC purpose was reviewed and explained that the OSC works on the tasks that need to be done for CMA GSO to function. This committee is lovingly referred to as the “CMA Junk Drawer”. That is because we have some great ideas but don’t really know where they should go. This committee picks up those ideas and helps bring them to fruition. They help to promote continuity. functionality and institutional knowledge of CMA for current and future GSO members. They also help with the processes for record-keeping, document review and editing, and other administrative tasks.

They are primarily responsible for records retention and management, as per our Records Retention Policy, oversight of the Google Drive and Google Workspace Administrator, document review and revisions, like the Service Manual last year, and the CMA Archives. They also engage 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.

Current projects:

- Google Drive Organization to standardize the folder structure.
    - Folder structure review was completed in the fall of 2023.
    - A proposed map has been drafted.
- Google Workspace Policy
    - Approved by the Board
- Conference Charter Update

        - Final editing
        - Four major changes
            - Changing C.M.A. to CMA
            - The phrase World Service is being phased out.
            - General wordsmithing
            - Item six added: regarding service terms and timing of elections for Area Committee Members and Delegates.
    - Visualization and Process Documentation - easy-to-understand Venn diagrams
        - GSO committee structure is complete
        - Process for literature/projects is ongoing.
        - Delegate Packet has not been started.
        - Budget has not been started.
    - Service Position Descriptions
        - Clearly defines key Board position roles and responsibilities.
    - Service Manual Glossary has not been started.

Vision Workgroup

The Vision Workgroup also is under the Executive Committee. Rob R (NY) has been the Chair of this workgroup. The members of the committee were introduced. This committee tries to answer the question, “What would it look like to build a fellowship that will outlast us all?”

They have been tasked with:

- Looking into physical locations for fulfillment, communications and administrative support.
- Helping with the successful succession planning for the Board and GSC.
- Successful long-term financial planning
- Building a fellowship where every addict feels welcomed, wanted and needed.

If any of this looks interesting to you, please come and join us.

We asked the question at the 2022 Conference “When you envision CMA in the year 2050, what do you see? The top answers to that question were:

- Having a physical location for our archives and a place to go and visit our history
- Having a World Convention
- An orientation for the Delegates
    - *The Delegate Workgroup has been formed and has been doing this*
- A service structure that is considering what CMA might look like in the future - building the Fellowship of 2080

Online Meetings

Last year, a number of Delegates brought to the floor the challenges online groups were having not having a specific place in the service structure. The Vision Workgroup created a survey for online groups to explore the integration of online groups into the service structure. The survey was distributed to 135 online group contacts. It was to gather insight on their specific needs and explore how they could be supported through our service structure. These are not online meetings, these are online groups. Online

meetings that are hybrid or are attached to a meeting that has a physical location are not considered an online group. (A QR code to the survey is available in the appendix of this report)

We definitely want more input from the Fellowship. If you are interested in working with this workgroup, please contact us at vision@cmagso.net.

Trustee Mentor Project

This program was started in 2021 to mentor new trustees to help integrate them on the Board. Each new trustee is assigned a trustee who had at least two years of experience as a Board member. Mentoring includes document and procedural review, sharing institutional knowledge and frequent conversations before and after the Board and GSC meetings.

We are developing a formal process and feedback system and are looking to expand mentoring to non-Board trusted servants including Advisory Committee Chairs and Secretaries. They are also exploring focused mentoring for individuals with specific interests like leadership, treasury, record keeping, website development, information technology, writing and editing, etc.

We are also discussing engaging paste trustee mentors. We have heard many folks come up here saying “remember when”. An idea was brought up about having, once the new trustees have gotten their feet wet, workshops on topics from past trustees.

Board Retreat

Every year we hold this usually around the mid-year between Conferences. This year it was held in Denver, CO.

We reviewed the Conference Charter and its relationship to the Concepts, discussed online meetings in relation to the location-based service structure. We also had a financial overview and discussion around board meetings, travel and equitability, and transition planning for successors.

Questions/Comments

- David S (GA): It has been great to attend this meeting virtually. I just wanted to say thank you to Bobby, for observing the progress that this organization has made over the past two years, and to see it in such good and capable hands, from Bobby to all of the Board members and the Advisory Committee Chairs to all the work that has been done. It has been so impressive to see that progress and the love and passion that goes on here and the way conflicts are dealt with. You are all appreciated.
- Ashley C (UK): You mentioned phasing out the use of “world service.” Is that something that is just for the Executive Committee, and if it is not, what will be the new iteration of that as we are moving from a North American Fellowship to a World Wide Fellowship?
    - Bobby K: It was in our Conference Charter. We are the North American Conference. The International Workgroup has come up with a structure and that will be expanding.

- Peter S (Australia): Australia first came to the Minneapolis Conference. We had read the documents prior to the Conference and kept reading a World Conference. At the Conference, we asked for that to be removed, we asked that the documents be more representative of what they were, for the North American Conference and that if there was a World Conference, it needed to be representative of the world and be part of the World Structure.
- Tom L (AZ): The first service structure in Los Angeles actually represented seven meetings in California and the early members thought it would be presumptive to call themselves world services, so they called themselves the General Service Committee. Then we started writing the Service Manual and we realized that we were going to be putting on a Conference and that was going to be the General Service Conference. We struggled with the duplicate use of GSC. World service was used to help differentiate between the two GSC's. It was a choice in terminology for some clarity when we were writing that manual. represent who we are. I do have a couple of other items that I have mentioned to individuals but would like to state here as well. In regards to the international representation, I think it is time that we probably have some International representation on our Board. Just for clarity purposes, the international part of our fellowship falls outside of our service structure here in North America. At-large Trustees can be used to fill this option. I was the first Chair of the Executive Committee and, somewhere along the line, we went from Board meetings being able to be attended by anyone who wanted to attend to being a closed-door meeting here at the Conference. I have some suspicions as to what could have happened to cause that to happen, but I think it is time to revisit that. This is the only time that the Fellowship gets to see what the Board does in action. To exclude the Fellowship from the Board meeting sets a bad precedence, making it look like we are working in the dark. There is nothing that the Board is going to decide that they would not decide in front of all of you. There were times when we used to do that early on because we would review the background checks of the Nominees at that meeting and it was privileged information that could not be shared with the Fellowship. That vetting is being done before we get here now.
    - Bobby K: We actually had that conversation about International members coming on as At-large Trustees during our Executive Breakout.
- Dale G (CA): Last year we voted on a very specific path forward for the international growth of CMA, so I am sure we will see more of that as we go. It could be a stop-gap measure to put a trustee on the Board who is from outside of the US, because as they grow it could become really unmanageable, but it is a good idea to make sure that people's voices are heard.
- Tom L: One other thing that we did when we wrote the original Service Manual is that we left Mexico off of the original trustee map. We did that for two reasons: one, there were no actual meetings in Mexico at the time and the second was, we wanted to leave open the possibility that meetings in Mexico would be held in Spanish and they might choose to be outside of our structure. I think we are starting to realize it was a mistake to leave them off of the structure. If they choose later to not participate in this body, that is fine, but we should add them back in.

Conference Committee Report

Michelle S, GSC Vice Chair, South West Region Trustee, & Conference Committee Chair (AZ)

Michelle S introduced the Conference Committee (CNF) members and the Las Vegas Host Committee, chaired by Lee M (NV), and thanked everyone for their hard work.

This year, the committee coordinated with the Las Vegas Host Committee in producing this Conference and began working with the Portland Host Committee in advance of the 2025 General Service Conference. The Committee also updated the Conference Bid Packet to reflect the information needed for the committee to make an informed decision on future conferences.

The committee also voted to hold the 2026 General Service Conference in San Francisco, CA.

Delegate Workgroup

> The members of this Workgroup were introduced. One of the goals for the last two years for the committee was to educate and empower the Delegates to give them the tools and resources to come to the Conference and bring the voice of the Fellowship. Some of the work they did this year was to assign mentors who actively engaged with the Delegates, simplified the Delegate Packet making it more user-friendly, set up a series of calls designed to empower and support the Delegates, listened to feedback, and continue to identify ways to better be of service.

2025 Work

> The committee will coordinate the 2025 General Service Conference in Portland, OR, and begin coordination for the 2026 Conference in San Francisco, CA. They will be reviewing the bids for the 2027 General Service Conference (the due date for submissions is May 15, 2025) and continue to improve the bid process.
>
> The committee will also be working to build a more robust tech team to manage the Conference more efficiently. Part of what that looks like is having team members on Zoom managing the Zoom portion of the Conference rather than it all coming from the physical location. If you have tech skills, we could really use your help.
>
> The Conference Survey will be sent out this evening. We need to know what we did well and where we have room for improvement. Your responses are how we make the Conference better.

Questions/Comments

- None were asked.

Monthly Advisory Committee Call Information

The Conference Advisory meets on the 3rd Wednesday of each month via Zoom at:

- 6:00 P.M. (PT)
- 7:00 P.M. (MT)
- 8:00 P.M. (CT)
- 9:00 P.M. (ET)

Zoom Meeting ID: 943 2553 9910

John G (TX) stated that we had reached the end of the agenda and asked for a motion to close.

Tanner W (CA) motioned to close the Conference, approved by acclamation.

The General Assembly said the Serenity Prayer en masse.

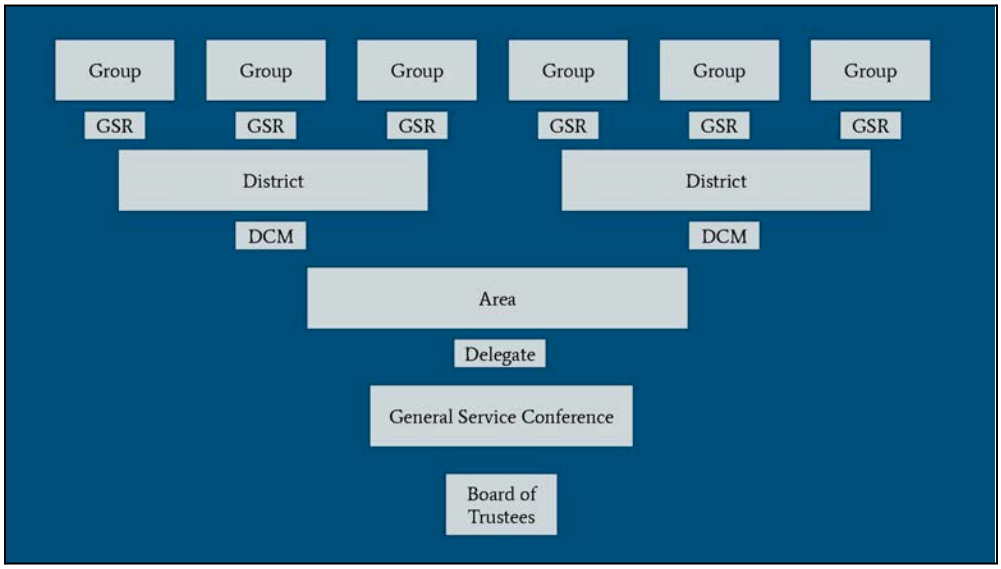
Gratitude Panel

A Gratitude Panel was held after the close of the Conference. Speakers on the Gratitude Panel were Nate D, Delegate (KS), David K (CO), Willow Rose K, Delegate (MN) and Mike K (NV).

Appendix A: CMA Service Structure Presentation







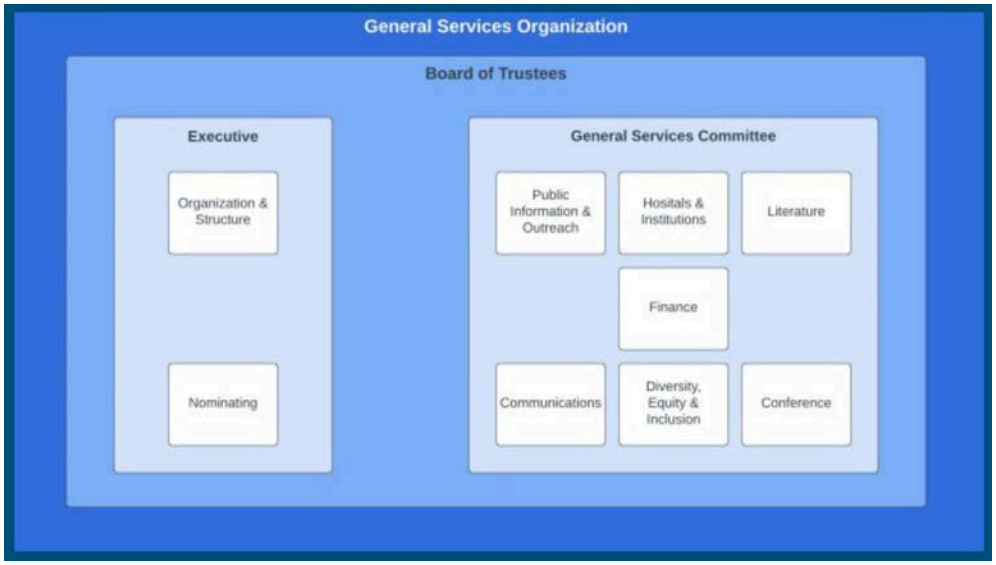
Appendix A - CMA Service Structure Presentation

Regions - North American Conference



Intergroups

- Separate entities and not part of the service structure
- Should be incorporated separately and not use the name Crystal Meth Anonymous in their legal name
- Provide services to groups such as chips, phone lines, meeting lists, websites
- May deal with "outward facing" business issues



Appendix A - CMA Service Structure Presentation



Appendix A - CMA Service Structure Presentation

Concept 5 - Rights of Appeal and Petition

Throughout our structure, a traditional "RIGHT OF APPEAL" and a "RIGHT OF PETITION" ought to prevail, thus assuring that minority opinions will be heard and personal grievances will be carefully considered.

The Service Sponsor

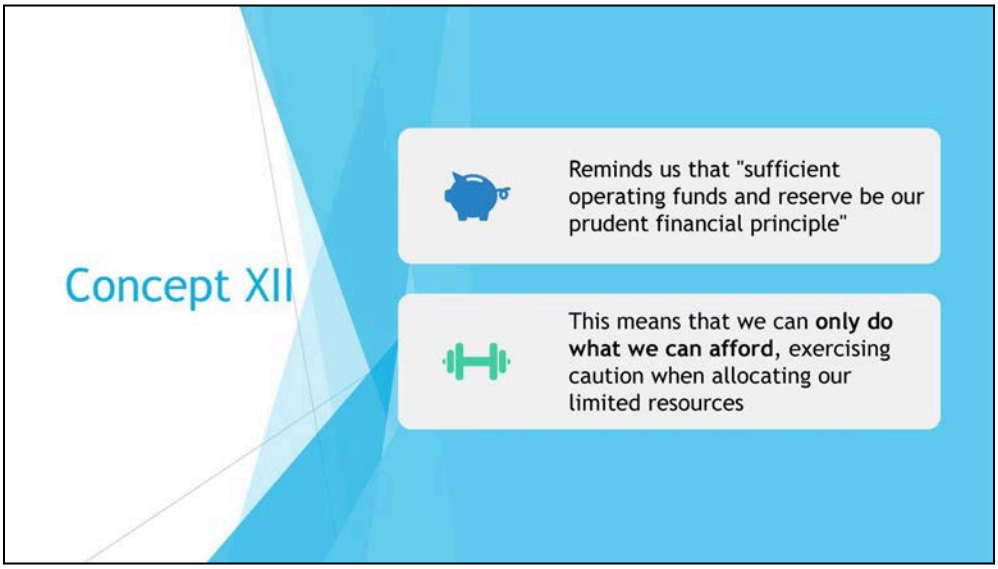


cmaservice.org

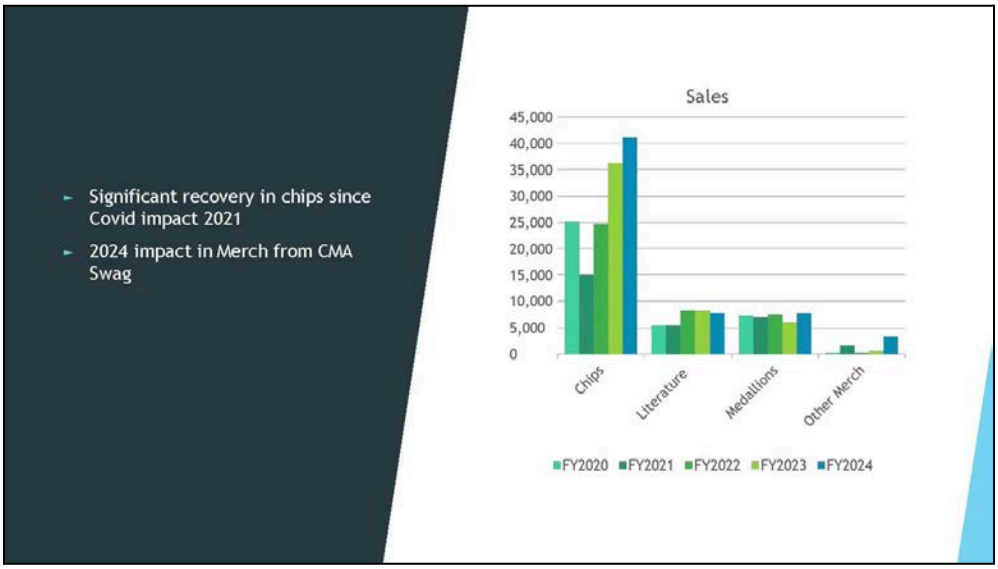
Appendix B: Annual Financial Report Presentation

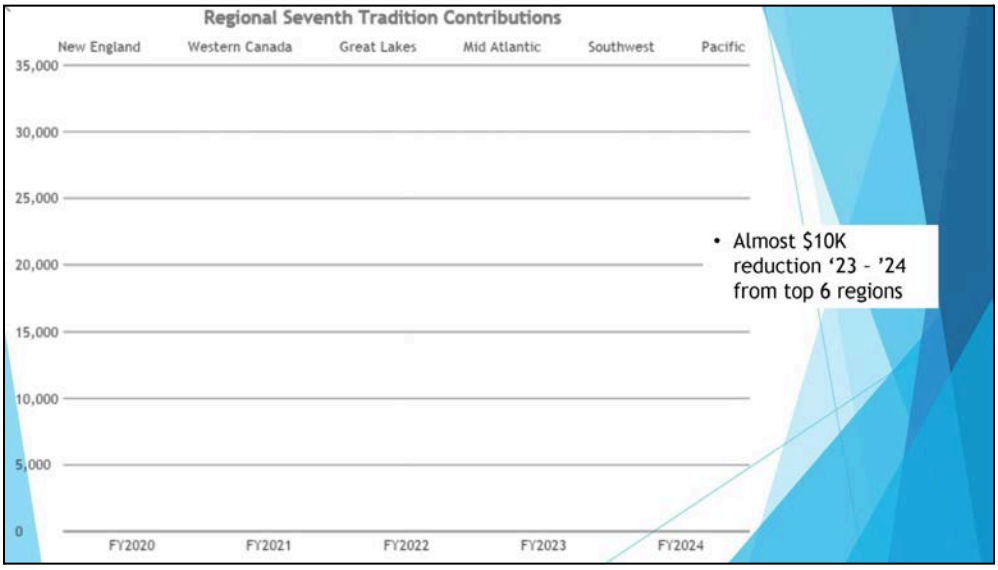


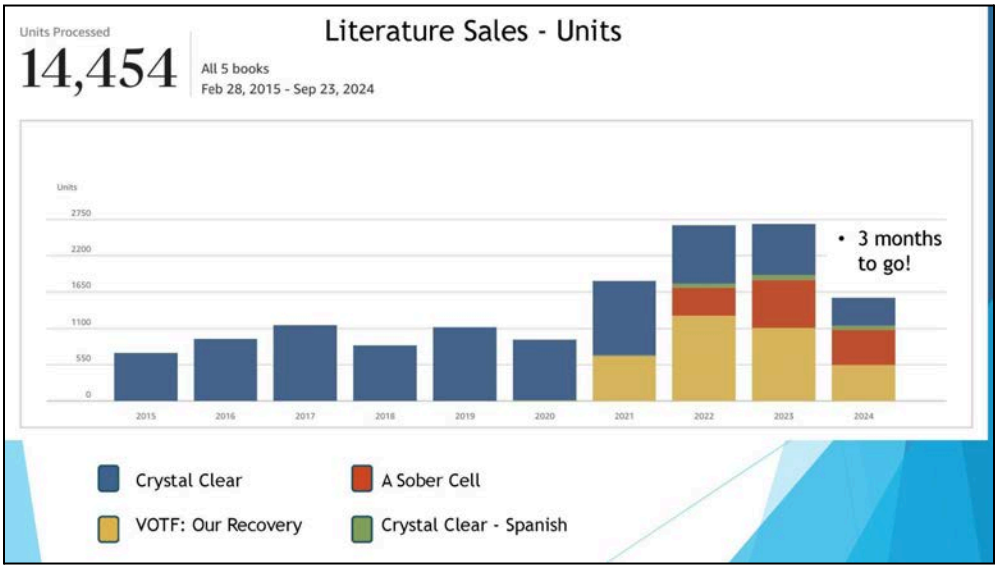




Appendix B: Annual Financial Report Presentation







Appendix B: Annual Financial Report Presentation

- After removing 11K one time expense '24 net expense down from last year to $67,370
- '23 had 5,500 in restricted funds bringing it to 66,923
- Removing '20/'21 the increase is roughly aligned with inflation



Statement of Financial Position

Balance Sheet
As of June 30, 2023

	Total
ASSETS	
Total Bank Accounts	$ 111,934
Chip Inventory	$ 38,757
Medalion Inventory	$ 14,942
Prepaid Expenses	$ 1,000
Total Assets	**$ 166,633**
LIABILITIES AND EQUITY	
Total Current Liabilities	$ 6,722
Retained Earnings	$ 163,806
Net Income	$ -3,895
TOTAL LIABILITIES AND EQUITY	**$ 166,633**

Saturday, Sep 19, 2024 06:59:00 PM GMT-7 - Cash Basis

Note: $10,264 of Restricted Contributions used: Income from Operating activity $6,307

Statement of Financial Position

The Prudent Reserve

Our target is to hold 10-12 months of expenses as a prudent reserve

2023 FY Budgeted Expenses	**$63,096**
Prudent Reserve	**$61,011**
Reserve Percentage	**97% - 11.6 Months**

Appendix B: Annual Financial Report Presentation

	FY2020	FY2021	FY2022	FY2023	FY2024	2025 Budget
Contributions - Restricted	4,150	20,247	78	106		
Contributions - Unrestricted	155	63	245	(50)		
Eastern Canada Region	150	942	22	0	0	0
Great Lakes Region	1,101	555	775	3,355	1,692	2,000
Mid Atlantic Region	3,983	6,568	4,803	5,577	3,820	3,800
Mid South Region	2,412	1,231	1,892	1,248	1,525	1,000
New England Region	193	675	2,403	1,820	528	600
North Central Region		0	0	0	0	0
Northwest Region	637	544	310	743	861	900
Pacific Region	5,289	9,380	11,639	12,337	9,012	9,500
South East Region	3,481	1,417	2,112	1,348	748	900
Southwest Region	3,945	5,358	5,427	6,170	5,605	5,800
Western Canada Region	38	500	697	2,190	952	1,200
Total Contributions	25,534	47,481	30,403	34,844	24,743	25,700

Statement of Financial Position

Restricted Donations = 24,581

The Group Treasurer Pamphlet

Statement of Financial Position

- Groups in areas with **three levels of service** structure typically give 50 percent to their District or Intergroup, 30 percent to their Area, and 20 percent to the GSO
- Groups in areas with **two levels of service** structure usually send 75 percent to Area or Intergroup and 25 percent to the GSO
- Groups in areas with **one level of service** structure just give 100 percent to the GSO.

	FY2020	FY2021	FY2022	FY2023	FY2024	2025 Budget
Expenses						
Total Bank Charges	1,801	2,527	2,358	2,682	2,754	2,400
Total Conference Expenses	13,281	7,778	14,056	16,083	10,055	20,000
Archival Expenses	1,250	2,024	2,628	2,631	2,973	2,500
Annual Meeting of Board	0	33	1,177	1,392	1,487	1,500
H&I Supplies & Materials	507	0	596	1,800	3,178	3,350
PI&O Supplies & Materials		300	0	1,165	45	570
LAC Supplies & Materials	1,282	666	1,131	3,508	3,470	2,000
DEI Supplies & Materials	0	0	0	475	0	2,000
Insurance	1,776	2,293	2,413	2,393	2,648	2,500
Total Legal & Professional Fees	8,519	5,730	5,942	3,211	5,990	7,150
Total Office Expenses (Website/App)	1,635	14,964	2,188	11,046	15,151	8,449
PO Box Rental		378	756	99	560	750
Taxes & Licenses	25	0			95	350
Travel	13,877	1,896	22,457	24,000	26,659	24,000
Total Utilities	1,954	1,879	3,389	1,939	2,570	1,750
Total Expenses	45,907	40,468	59,091	72,423	77,635	79,269
Net Revenues over Expenses	18,362	33,946	(98)	6,577	(3,957)	(819)
Recognized Restricted Funds					10,264	
Income from Operating Activity					6,307	

Statement of Financial Position

Appendix B: Annual Financial Report Presentation

Key Metrics

2025 Committee Budget as Percent of Request	72%
2024 Travel Under-reimbursed (Conference/Board Meeting)	$880 Max $205 Average
AA Prudent Reserve	$18,126,339
CMA Prudent Reserve	$61,011
Percent of Income from Contributions	23% - decreasing
Percent of Income from Sales	56% - increasing

Where spirituality and money coalesce…

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

Donations

crystalmeth.org/contributions

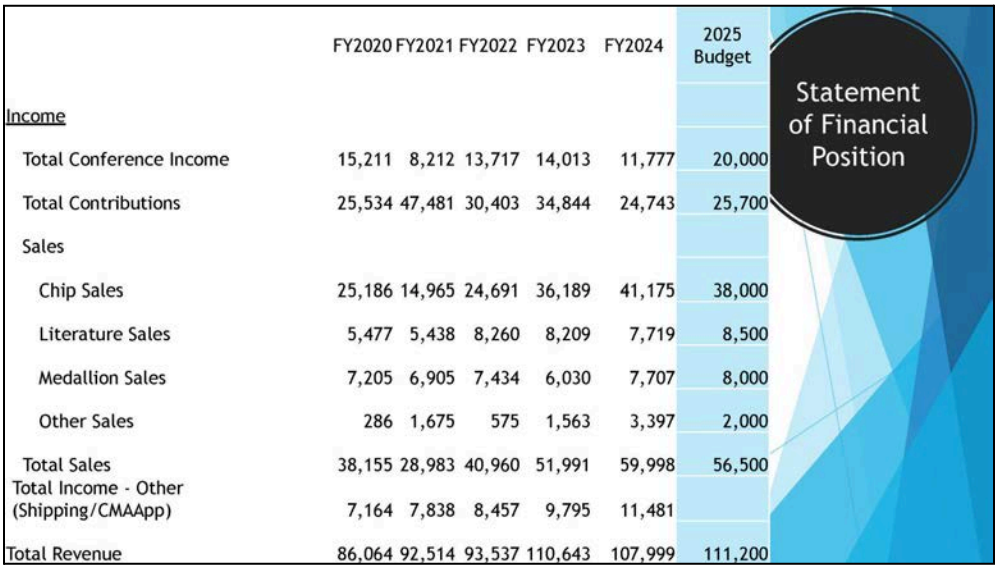
paypal.me/cma1994

Questions?

treasurer@cmagso.net

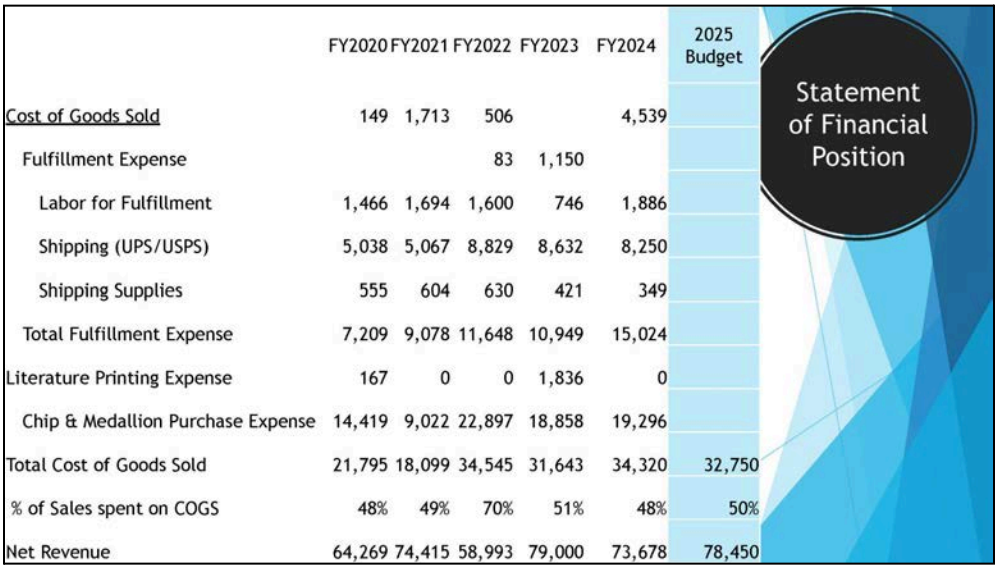


Appendix B: Annual Financial Report Presentation



	FY2020	FY2021	FY2022	FY2023	FY2024	2025 Budget
Income						
Total Conference Income	15,211	8,212	13,717	14,013	11,777	20,000
Total Contributions	25,534	47,481	30,403	34,844	24,743	25,700
Sales						
Chip Sales	25,186	14,965	24,691	36,189	41,175	38,000
Literature Sales	5,477	5,438	8,260	8,209	7,719	8,500
Medallion Sales	7,205	6,905	7,434	6,030	7,707	8,000
Other Sales	286	1,675	575	1,563	3,397	2,000
Total Sales	38,155	28,983	40,960	51,991	59,998	56,500
Total Income - Other (Shipping/CMAApp)	7,164	7,838	8,457	9,795	11,481	
Total Revenue	86,064	92,514	93,537	110,643	107,999	111,200

Statement of Financial Position

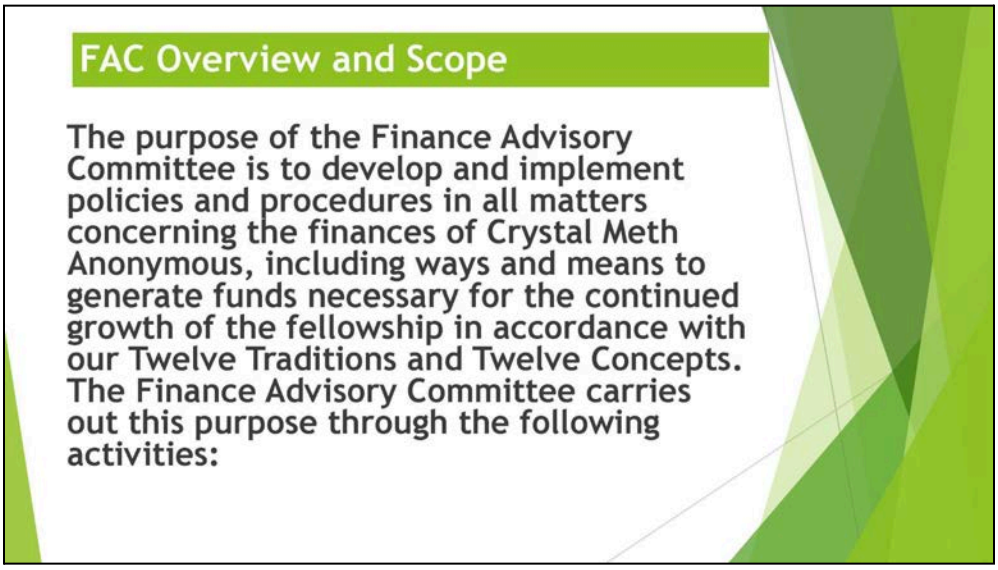


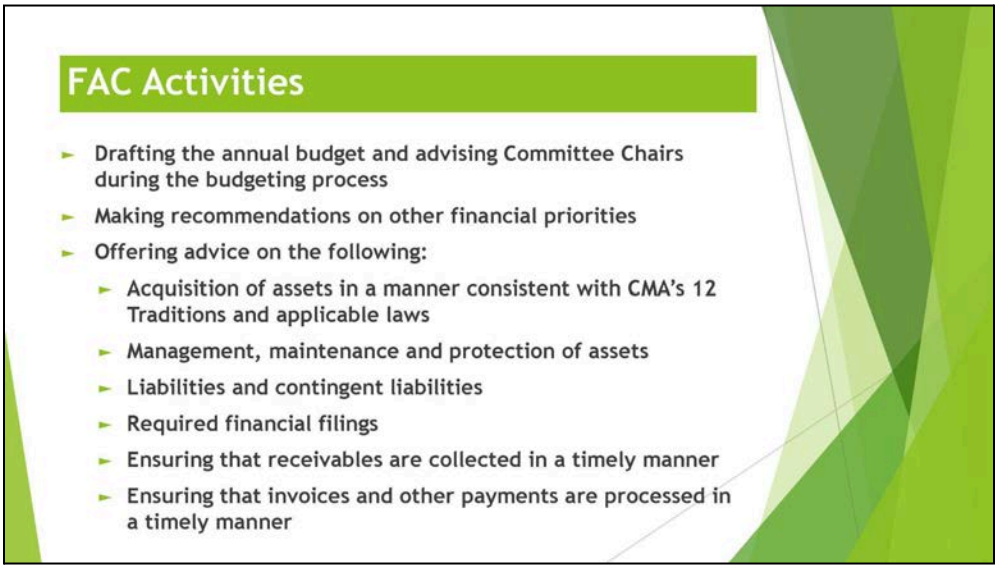
	FY2020	FY2021	FY2022	FY2023	FY2024	2025 Budget
Cost of Goods Sold	149	1,713	506		4,539	
Fulfillment Expense			83	1,150		
Labor for Fulfillment	1,466	1,694	1,600	746	1,886	
Shipping (UPS/USPS)	5,038	5,067	8,829	8,632	8,250	
Shipping Supplies	555	604	630	421	349	
Total Fulfillment Expense	7,209	9,078	11,648	10,949	15,024	
Literature Printing Expense	167	0	0	1,836	0	
Chip & Medallion Purchase Expense	14,419	9,022	22,897	18,858	19,296	
Total Cost of Goods Sold	21,795	18,099	34,545	31,643	34,320	32,750
% of Sales spent on COGS	48%	49%	70%	51%	48%	50%
Net Revenue	64,269	74,415	58,993	79,000	73,678	78,450

Statement of Financial Position

Appendix C: Finance Committee Presentation







Appendix C: Finance Committee Presentation

FAC Activities cont.

- Using assets (i.e. expenses) to meet the needs of Crystal Meth Anonymous as determined by our Trusted Servants in a manner that benefits CMA as a whole and 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: Isaac Kantor (317) 760-0770 isaac.k@cmagso.net

2023 FCC Committee Members

- Isaac K (T) - Chair
- Odene T (T) - Secretary
- Bruce W (T) - Board Treasurer
- Gina B (T) - GSC Treasurer
- Yvonne W (F) - Fulfillment
- Mark M (D)
- Zack D (D)
- Rich J (D)
- Joseph A (D)
- Paul C (T)
- Danny T (D)
- Mark B (D)

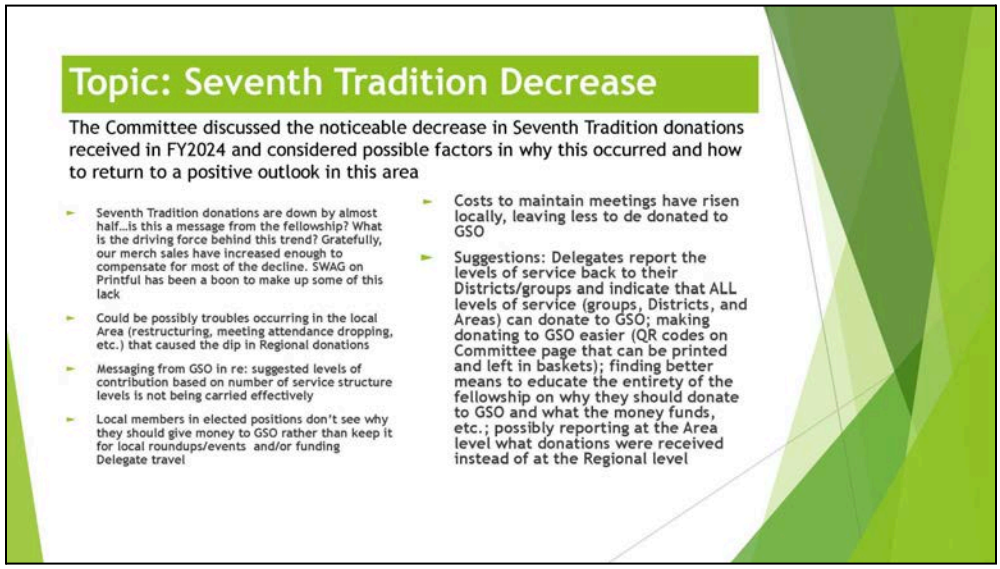
(T) - Trustee
(D) - Delegate
(F) - FAC Member

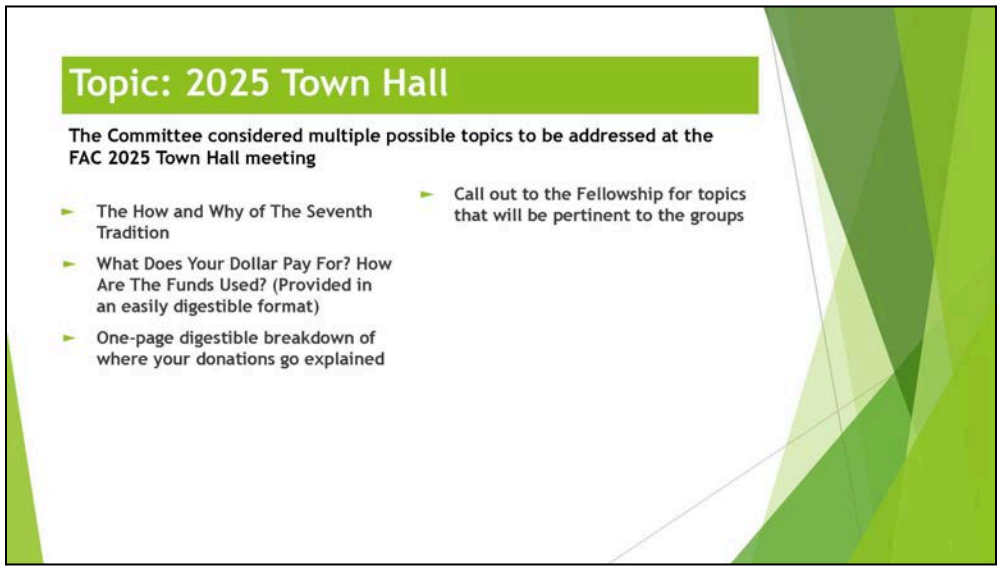


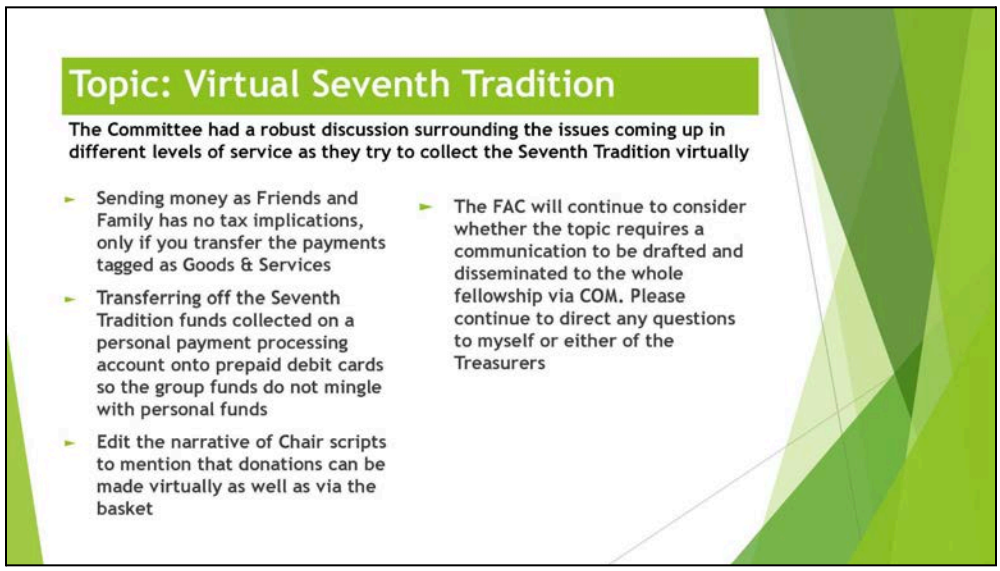
2023 Finance Conference Committee Breakout Topics - Agenda

- **a.) Seventh Tradition Decrease-** the Finance Conference Committee will discuss the noted decline in Seventh Tradition contributions received in FY2024 and see what can be done to encourage donations from different parts of the service structure to GSO
- **b.) 2025 Town Hall-** the Finance Conference Committee will consider possible topics discuss at the 2025 FAC Town Hall with feedback from the wider fellowship
- **c.) Virtual Seventh Tradition -** the Finance Conference Committee will review and consider data brought back from Delegates on the wins and difficulties caused by collecting Seventh Tradition virtually and consider how we can make the process work better and draft a communication to inform the fellowship as a whole on these issues
- **d.) Revenue Generation/Fundraising -** the Finance Conference 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.) Future Planning -** the Finance Conference Committee will spend time having open discussions on topics to direct the efforts of the Committee in the coming year and perform goal setting to achieve said goals

Appendix C: Finance Committee Presentation







Appendix C: Finance Committee Presentation

Topic: Revenue

Ideas for new ways to generate revenue to fund our mission are requested and discussed at each Conference

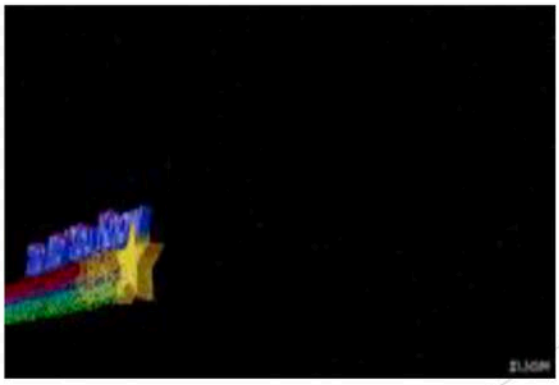
- Popsockets
- Becoming merch-based fellowship compared to donation based fellowship
- Coming up with a "slogan" or "phrase" that is unique to our fellowship for merch
- Running a contest for designs/logos and giving a free Conference registration to the winner
- While looking at how to make more money, we should start taking a serious look at cost cutting strategies (i.e. virtual Board Retreats, holding the Conference every other year, holding the Board Retreat attached to the Conference as a shoulder date)
- "Share-A-Day" with suggested donations
- "Birthday Club" (campaign to ask people to donate a certain amount of money on their belly button/sobriety birthday
- GSO hosting a "specialty" online meeting with a speaker discussing a topic or a virtual Beginner's Meeting and passing a Seventh Tradition basket benefitting GSO

Topic: Future Planning/Goal Setting

The Conference Committee spent some time reviewing feedback provided by Area Delegates and making decisions on the direction work for the Committee should take in the coming year

- Travel Workgroup to explore alternative ways to fund and/or defray the cost of Trustee/Delegate travel. Keith F (keith.f@cmagso.net) will spearhead this effort
- Finding a middle ground between being so dependent on merch to fund our spiritual mission, which could "cheapen" our name but fulfills a need and having our members sustain us going forward
- Please send any ideas for the financial direction of the fellowship or questions you may have to: isaac.k@cmagso.net

EDUCATION!!!



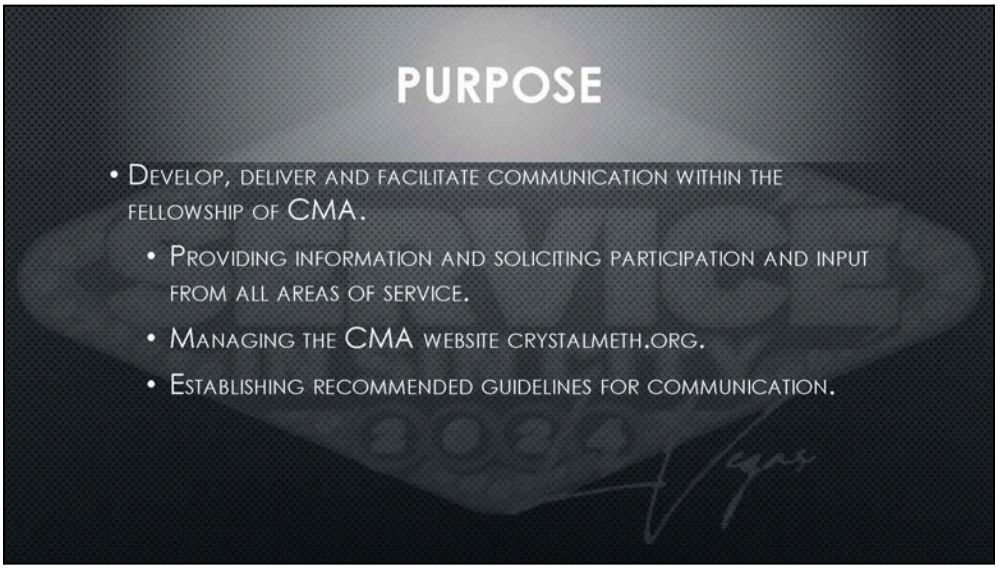
Appendix C: Finance Committee Presentation





Appendix D: Communications Committee Presentation





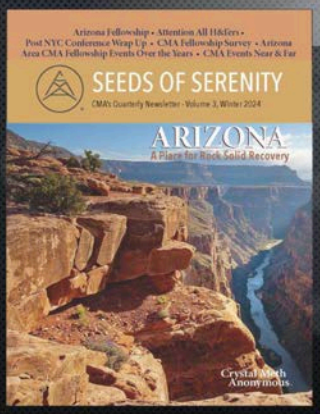


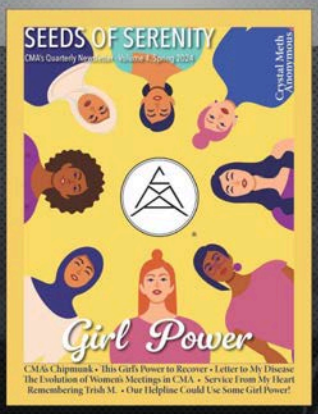
Appendix D: Communications Committee Presentation

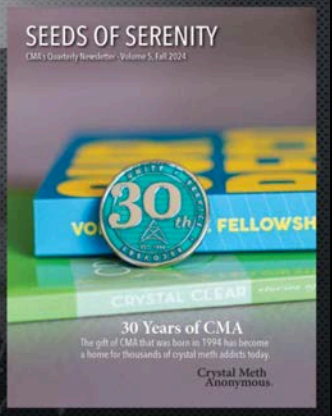
2024 REVIEW

- Tech Workgroup
- Continued Website SEO
- Supporting the CMA App completion and roll-out.
- Creating a supportive feedback structure for the CMA App.
- Collaboration with PI&O for communications social media platform.
- Publishing the "Seeds of Serenity" newsletter quarterly
- Continued optimization of the Service Portal

NEWSLETTER







MEETING LISTINGS

- Ensure local meeting information is accurate
  - Meeting type
  - Accessibility
  - Location
- Provide updates via crystalmeth.org

Appendix D: Communications Committee Presentation







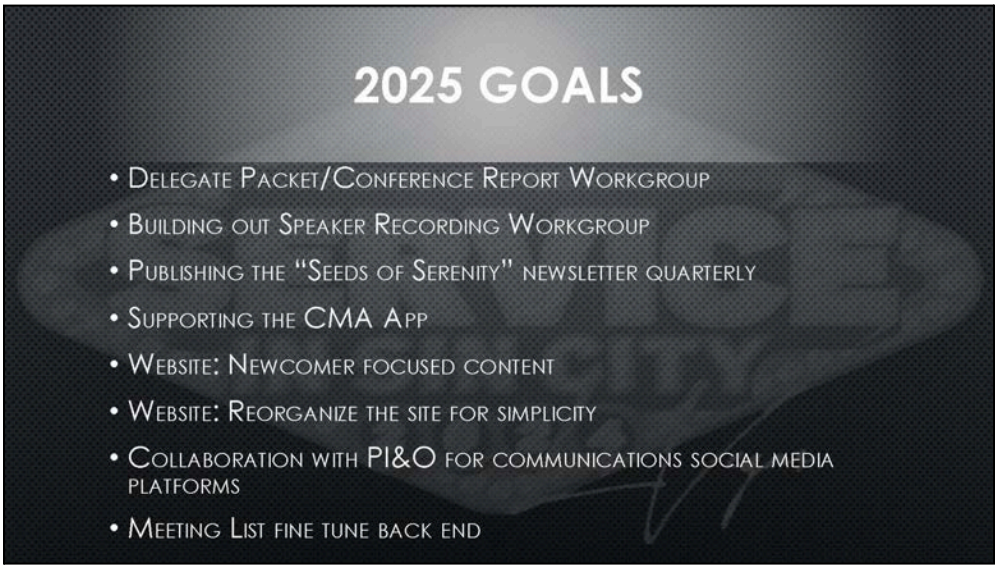
Appendix D: Communications Committee Presentation



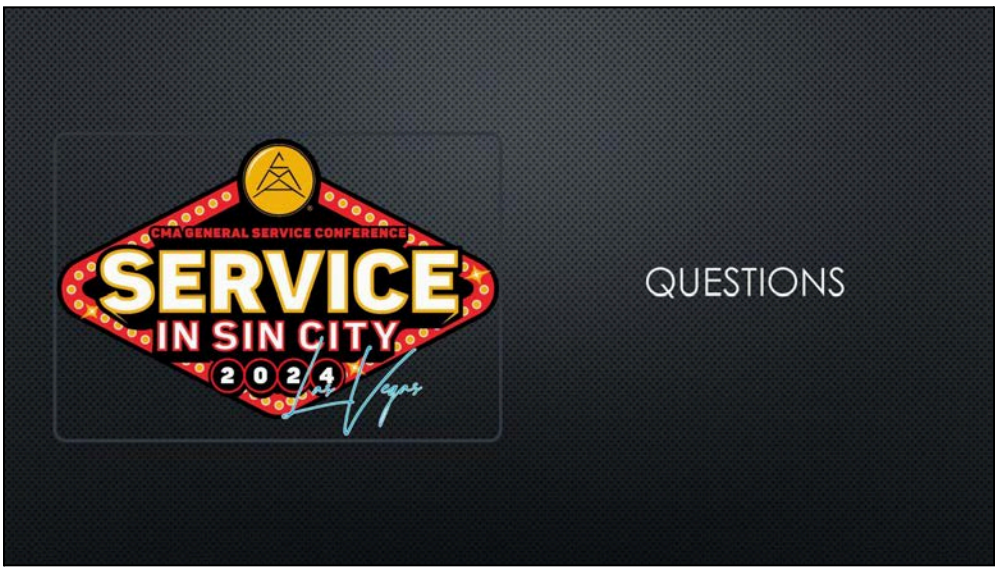




Appendix D: Communications Committee Presentation





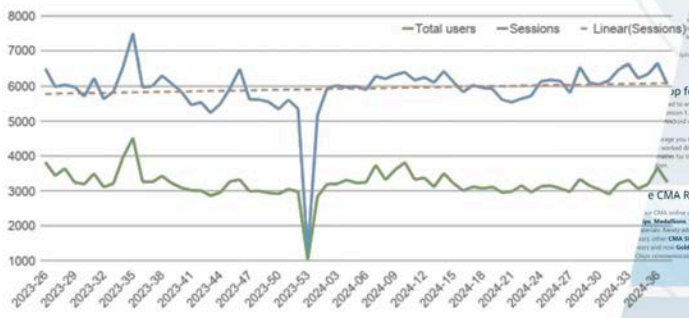


Appendix D: Communications Committee Presentation

CRYSTALMETH.ORG
WEBSITE ANALYTICS

WEBSITE VISITS ARE STEADY

4% more session visits in last 6 months than the previous period; but we're not growing with many new visitors.





BEYOND THE U.S.
WHAT COUNTRIES VISIT OUR SITE?

TOP VISITORS (Ex US)*	
Canada	6,607
UK	2,195
Australia	1,133
Mexico	770
Germany	734
China	593
Brazil	589
Netherlands	374



*Unique website visitors between Jan 1, 2024 – Sept 21, 2024 from google analytics

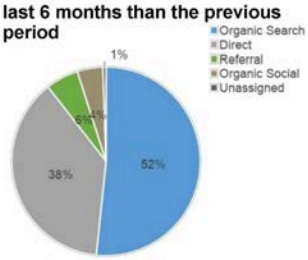
Appendix D: Communications Committee Presentation

TRAFFIC ACQUISITION

HOW DO VISITORS FIND US?

ARE NEWCOMERS FINDING OUR WEBSITE?

6.3% more search visits in last 6 months than the previous period



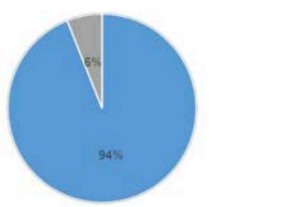
Work on over the past years to improve SEO successfully increasing searches

Source	Users	Sessions	Percent
Google	56,125	14,8419	48%
Direct	48,854	11,7410	38%
tiktok.com	10,341	11,212	4%
bing	3,425	8,402	3%
gayandsober.org	2,107	3,961	1%
duckduckgo	999	1,862	1%
yahoo	650	1,824	1%
crystalmeth.org.uk	363	1,226	~1%
rehabs.com	435	1,013	~1%
goodrx.com	795	974	~1%
norcalcma.org	103	849	~1%
cmainla.com	246	738	~1%
cmatx.org	333	696	~1%
cmaservice.org	89	684	~1%
m.facebook.com	565	655	~1%
reddit.com	448	525	~1%

*Unique website searches between Jan 1, 2024 – Sept 21, 2024 from google analytics

WHAT DO PEOPLE SEARCH FOR?

94% of users search for keywords with "CMA" or "Anonymous"



12 of 14 top google searches are for CMA meetings or a specific meeting.

Search	Clicks	Impressions	CTR
crystal meth anonymous	11,396	21,785	52.31%
cma meetings	5,354	9,718	55.09%
cma meetings online	2,629	3,580	73.44%
cma meetings near me	2,592	3,881	66.79%
cma meeting	1,624	4,024	40.36%
cma online meeting	1,584	1,940	81.65%
cma online meetings	1,522	2,908	52.34%
meth anonymous	1,398	2,787	50.16%
cma meetings edmonton	827	1177	70.26%
cma meeting online	676	1020	66.27%
cma meeting near me	655	1050	62.38%
cma meetings palm springs	549	872	62.96%
cma zoom meetings	549	852	64.44%
california coastal cma	523	602	86.88%
crystalmeth.org	477	660	72.27%
cma anonymous	429	1488	28.83%

*Unique website searches between Jan 1, 2024 – Sept 21, 2024 from google search console

Appendix D: Communications Committee Presentation

TRAFFIC SUMMARY

WHAT DOES THE SOURCE OF OUR TRAFFIC TELL US?

- Majority of visitors already know CMA: more than 87% of visitors are looking for CMA or other 12-step recovery.
- New visitors can be introduced to CMA through social media or referred through links on other recovery sites.



NAVIGATION

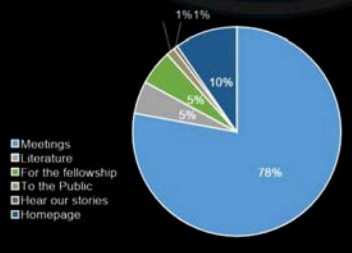
WHERE ARE VISITORS GOING?

POPULAR CONTENT

WHAT PAGES ARE PEOPLE LOOKING FOR?

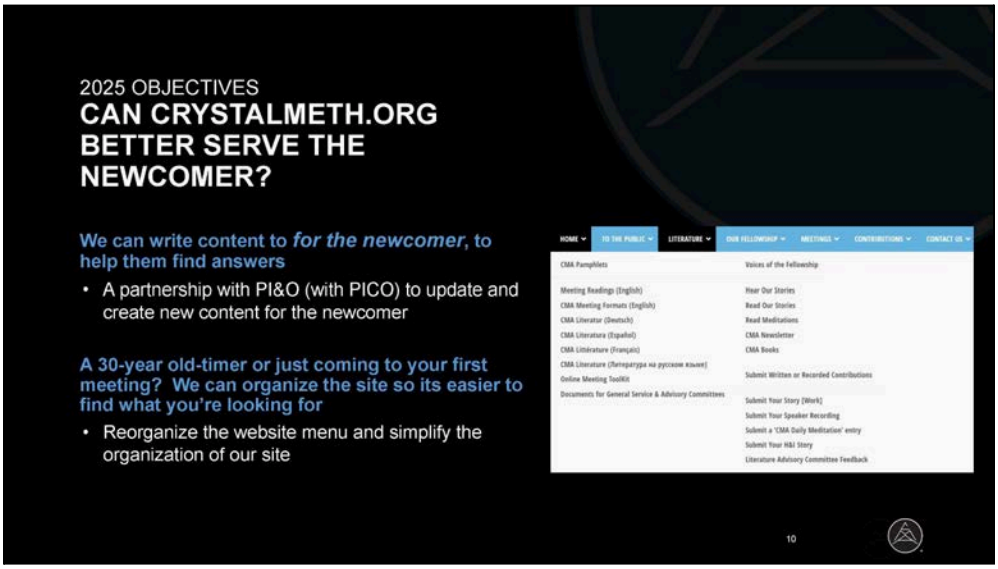
- Majority of visitors are using the site as a yellow pages for finding a meeting.
- **10%** of visitors do not go past our homepage.
- **18.8%** of visitors are bouncing – leaving the site quickly after arriving.
- **5%** are visiting our PI&O content.

78% of visits this year are looking for meeting section or a meeting page



*Unique website searches between Jan 1, 2024 – Sept 21, 2024 from google analytics9

Appendix D: Communications Committee Presentation



Appendix E: App Presentation

Introduction

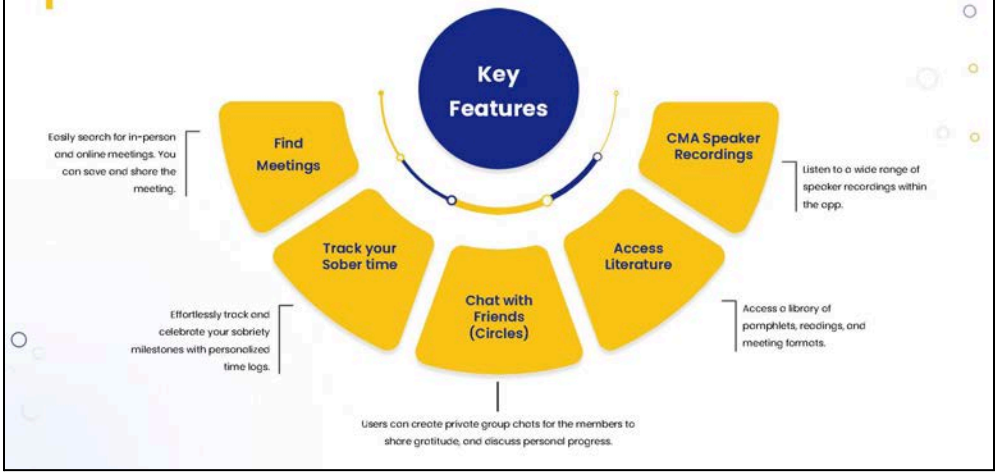
Crystal Meth Anonymous (CMA) is a supportive community for those recovering from crystal meth addiction offering a network of shared experiences and mutual support.

The CMA app enhances this journey by helping users find meetings, track their sobriety time, read recovery literature, and listen to recordings of CMA speakers.

These features aim to keep members engaged and supported throughout their path to long-term sobriety.



Existing Features



Target Audience

- CMA members in recovery who wish to maintain sobriety
- Individuals who need daily motivation for sobriety
- CMA members looking for increased engagement and meetings
- People seeking better community support and interaction
- Those who need effective progress tracking
- Individuals struggling with goal-setting
- Individuals who struggle with tracking personal recovery
- Users who are seeking support to stay on track with their recovery

Appendix E: App Presentation

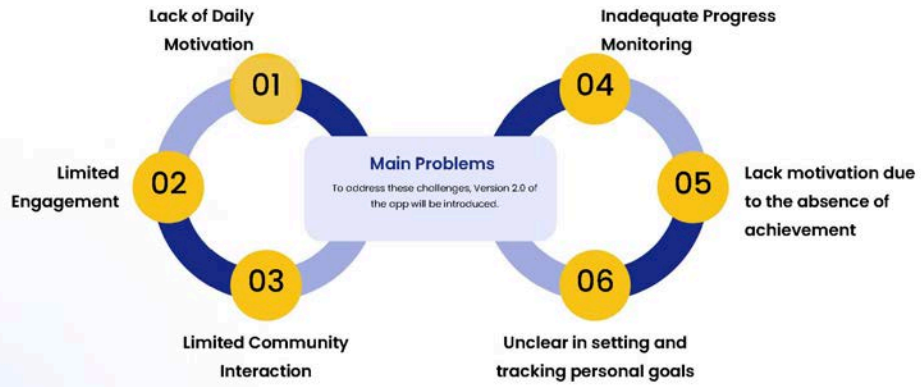
Problems

There are several challenges that impact consistency in recovery. Users who are CMA members often struggle with maintaining daily motivation, which can hinder their overall progress and engagement. We are adding daily progress monitoring to enhance the app and help CMA members maintain motivation.

To address these challenges, **Version 2.0** of the app will be introduced to boost daily motivation, enhance engagement, and improve community support. This version also implements progress monitoring tools which can help members maintain consistency.

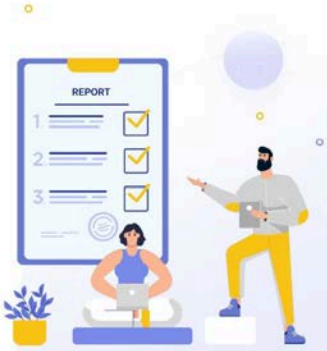


Challenges



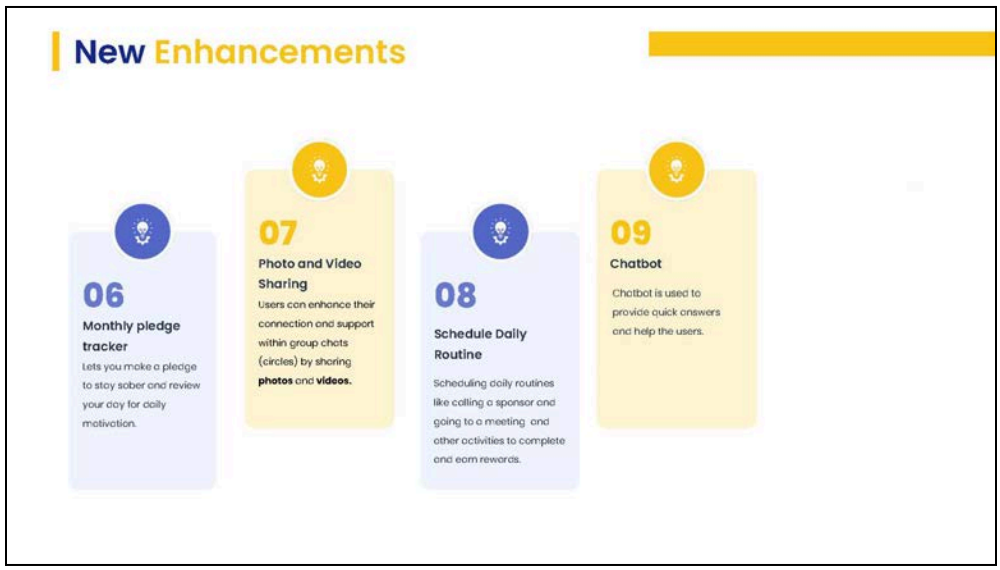
Enhanced Features

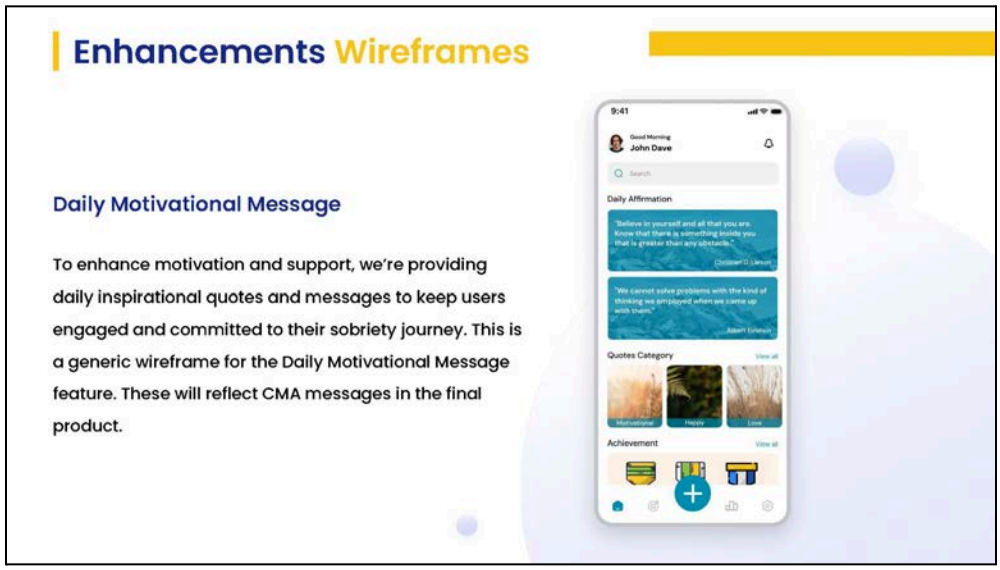
In the proposed Version 2.0 of the app, new features are added to address current challenges and enhance the overall user experience. These updates aim to boost daily recovery motivation, increase engagement with the CMA community, improve fellowship interaction, and enhance progress monitoring.
Some tools are included to simplify goal-setting and tracking, and add features to further motivate users by highlighting their achievements.



Appendix E: App Presentation





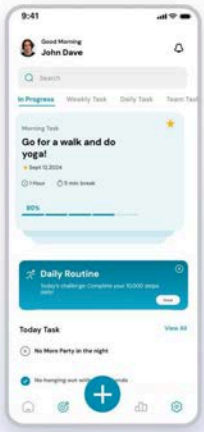


Appendix E: App Presentation

Enhancements Wireframes

Schedule Daily Routine

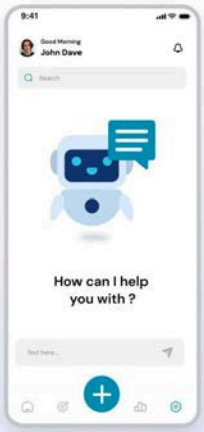
To support sobriety, we're introducing a feature that lets users schedule daily routines and complete tasks, such as calling a sponsor, going to a meeting and exercising. We have prepared a generic wireframe for this feature.



Enhancements Wireframes

Chatbot

To improve user support and response time, we're implementing a chatbot to provide quick answers and assistance.



Thank You!

Appendix F: Literature Committee Presentation







Appendix F: Literature Committee Presentation

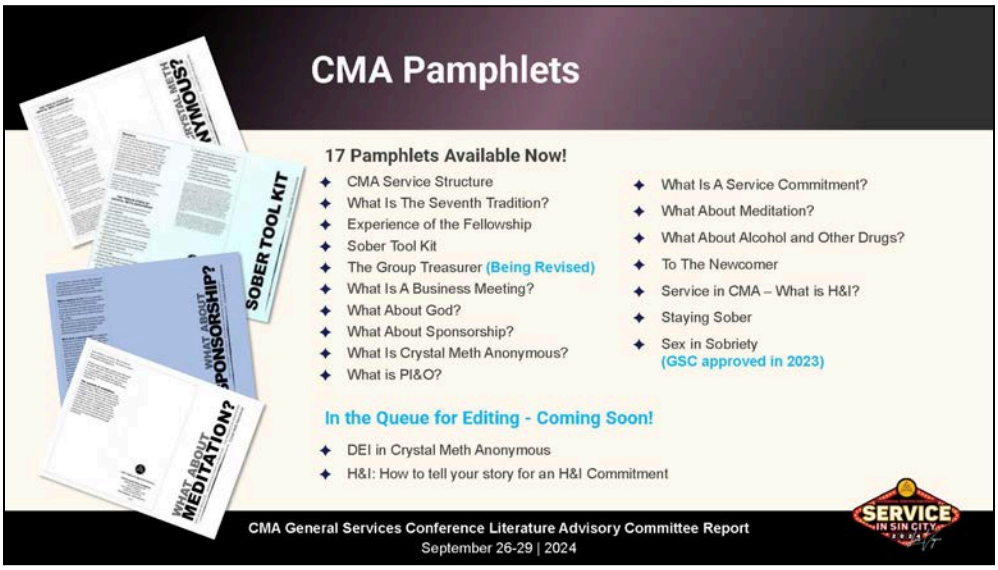






Appendix F: Literature Committee Presentation







Appendix F: Literature Committee Presentation

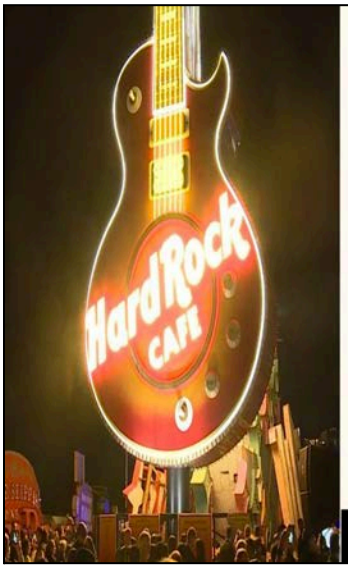


Voices of the Fellowship™

Projects in Progress Requested by the Fellowship of CMA

- **VOTF: 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.
  - **Twelve LAC- approved stories**
  - One story being edited
  - Have completed most of the foreword and story descriptions
  - **Expect a completed draft in early 2025!**
- **VOTF: 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.
  - Five LAC-approved stories
  - Four to be edited / approved

CMA General Services Conference Literature Advisory Committee Report
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Other Projects in the Works

- **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.
- **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.
- **Poetry Anthology**
  A book of poetry from members of CMA.

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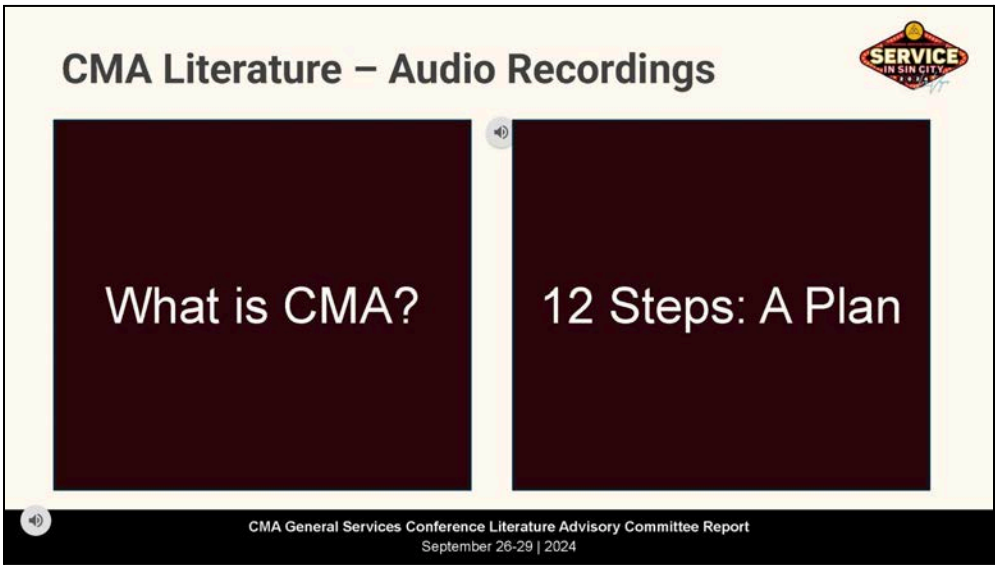


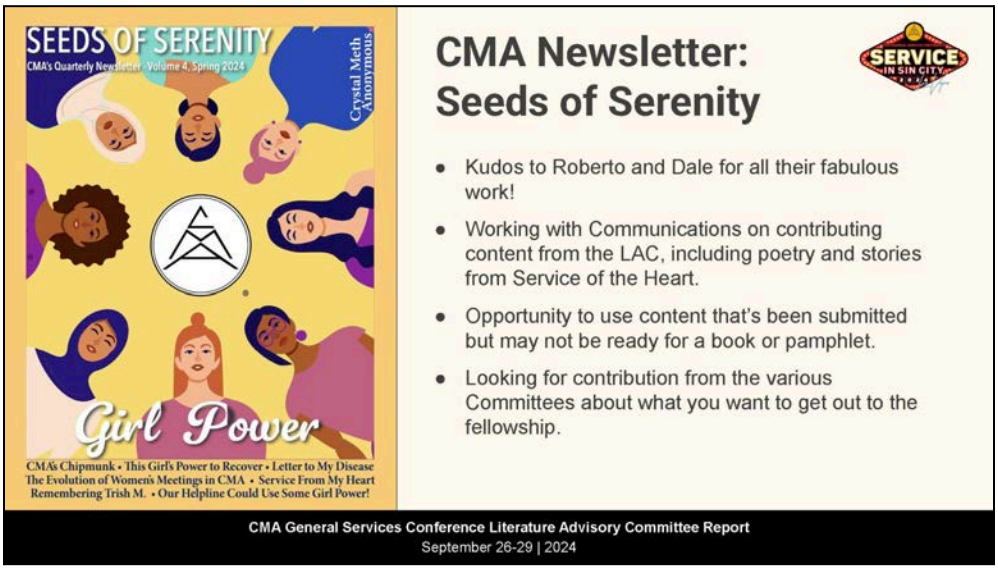
CMA Literature – Audio Recordings

- Audio recordings of our literature were requested at the Conference in 2022 specifically for folks with ADD and/or sight-impairment.
- Freddie C. recruited Bobby H. from Palm Springs to head up this committee.
- **Bobby has completed audio recordings of all seven readings, "sampling" a diverse number of voices from the fellowship to read our literature.**
- The suite of readings will soon be available online under the literature tab on crystalmeth.org
- Future Goals:
  - Audio recordings of our pamphlets and books / AI?
  - Audio recordings in other languages
  - Video recordings of our literature / sign language

CMA General Services Conference Literature Advisory Committee Report
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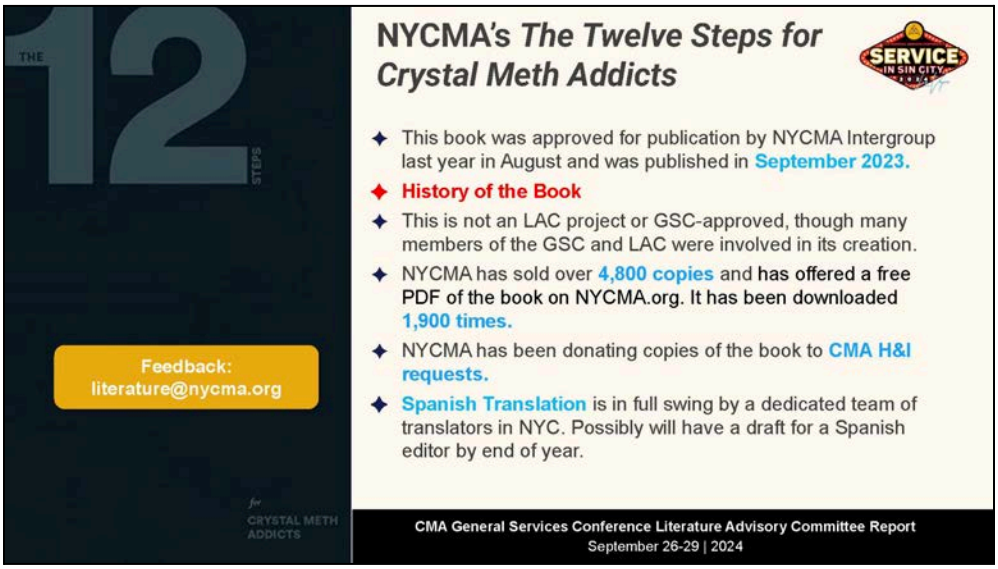
Appendix F: Literature Committee Presentation

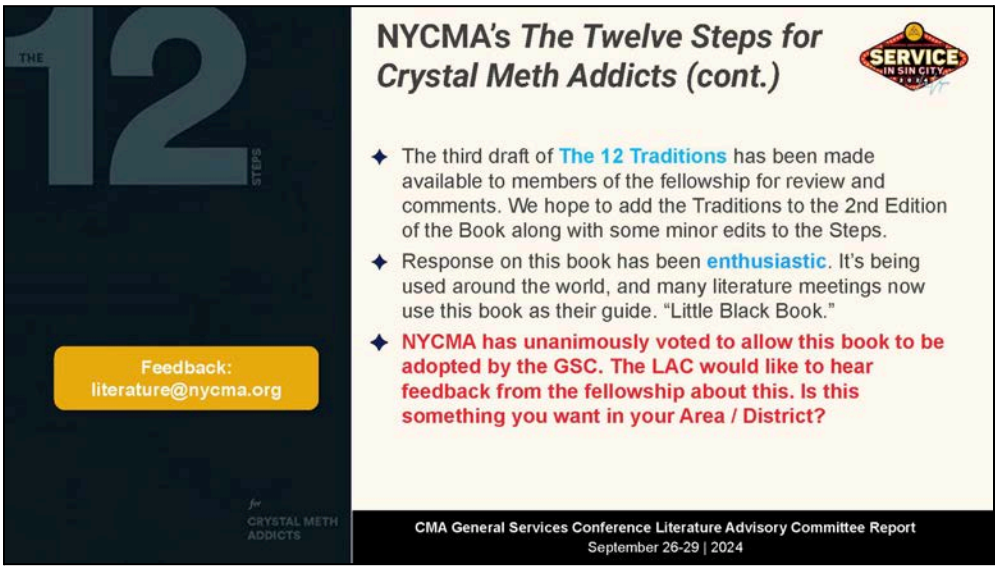


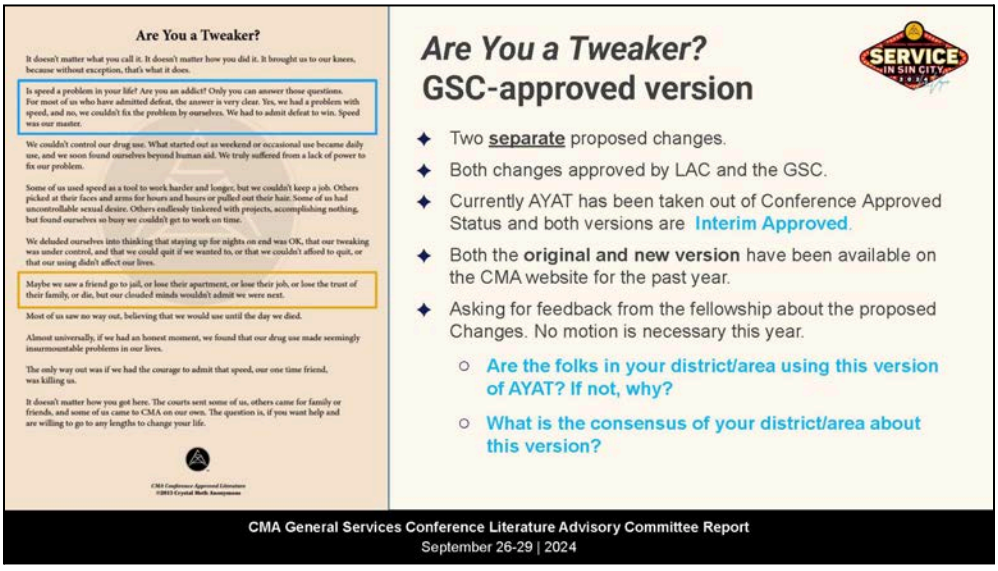




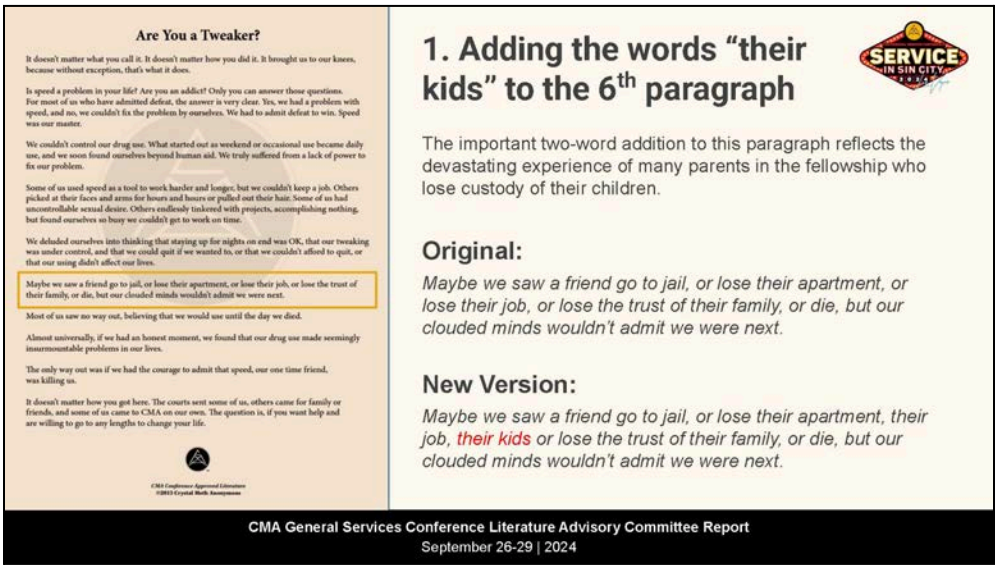
Appendix F: Literature Committee Presentation

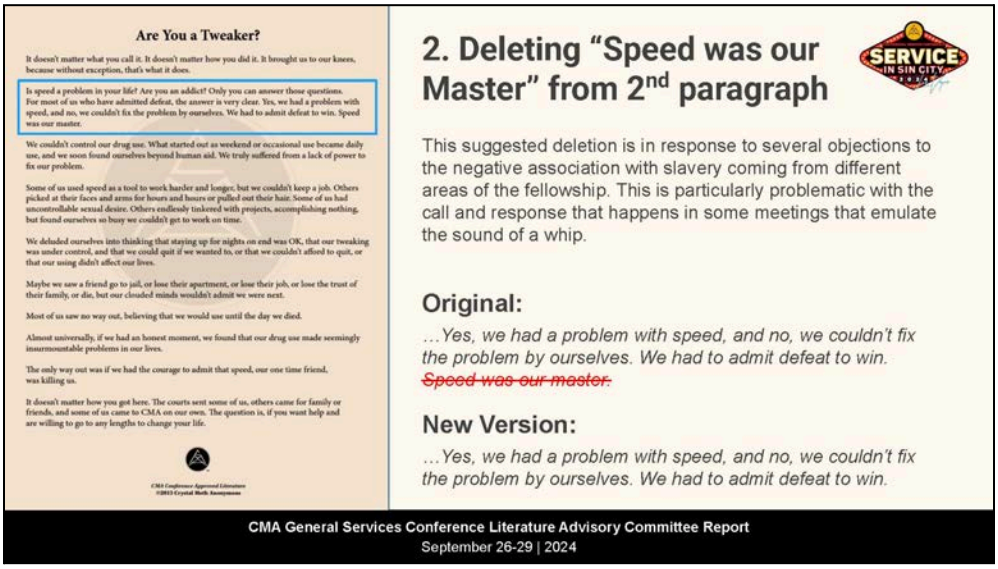


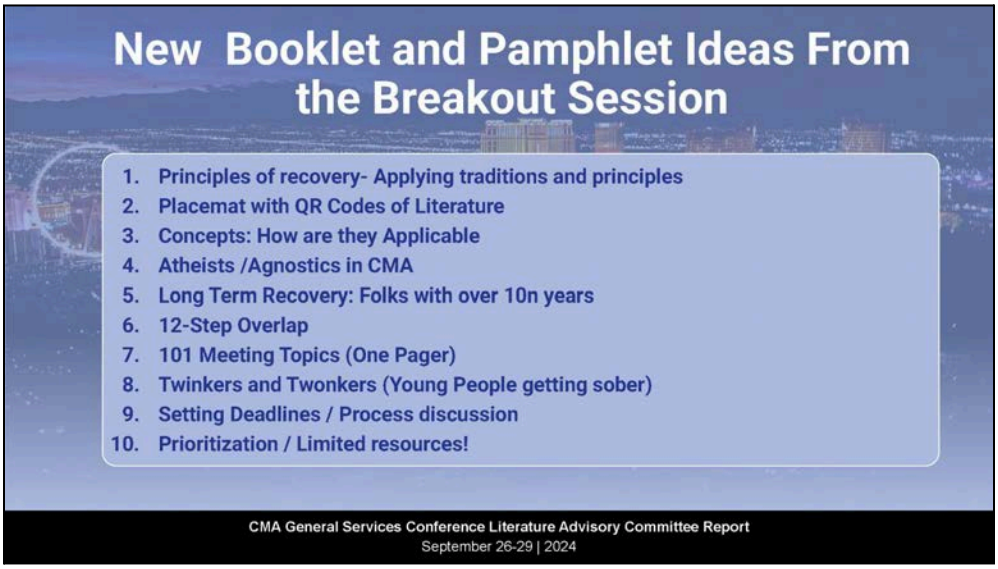




Appendix F: Literature Committee Presentation







Appendix F: Literature Committee Presentation

Calls to Action From 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.

What Would You Like to read?

What's missing from the CMA Literature? What do we need in the fellowship. What could be better?

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 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!

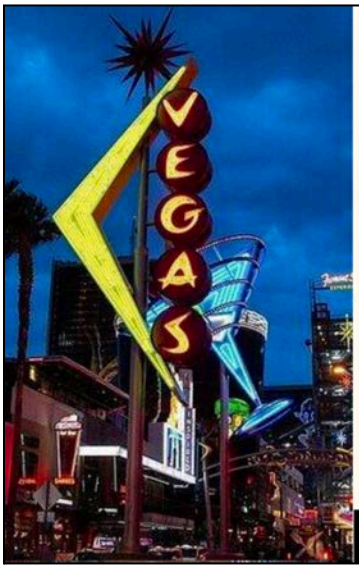
CMA General Services Conference Literature Advisory Committee Report
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One-Year Goal

- First Audio release - done!
- Our Families - very close!
- Daily Meditations - may take an extra year, but positive forward motion
- Expediting process of editing projects

CMA General Services Conference Literature Advisory Committee Report
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Literature Advisory Committee Monthly Conference Call

- The LAC 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 October 5.
- For login information, please contact the Literature Advisory Committee Chair: ross.h@cmagso.net.

All are welcome to attend!

CMA General Services Conference Literature Advisory Committee Report
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Appendix F: Literature Committee Presentation



Appendix G: International Committee Presentation

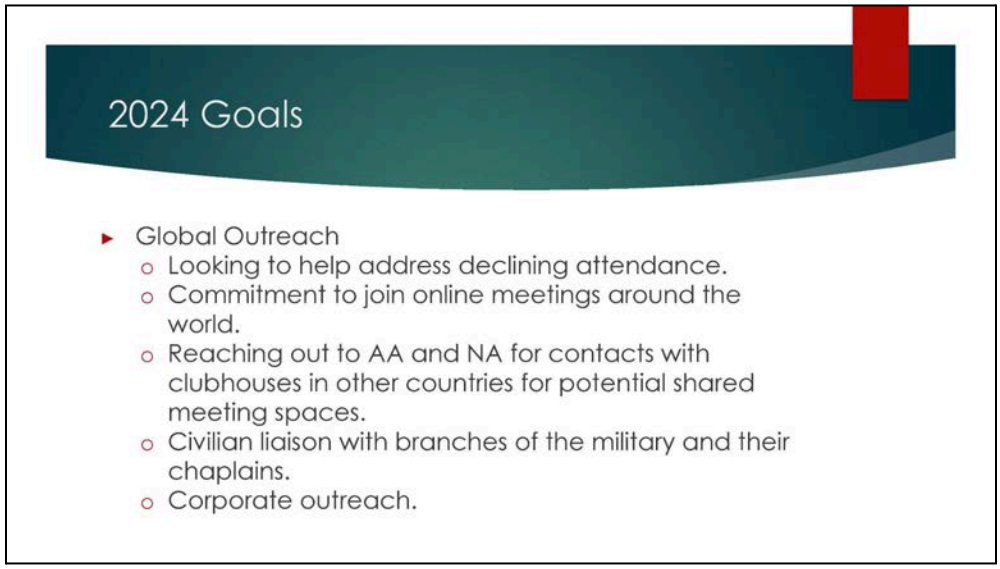






Appendix G: International Committee Presentation







Appendix G: International Committee Presentation







Appendix G: International Committee Presentation



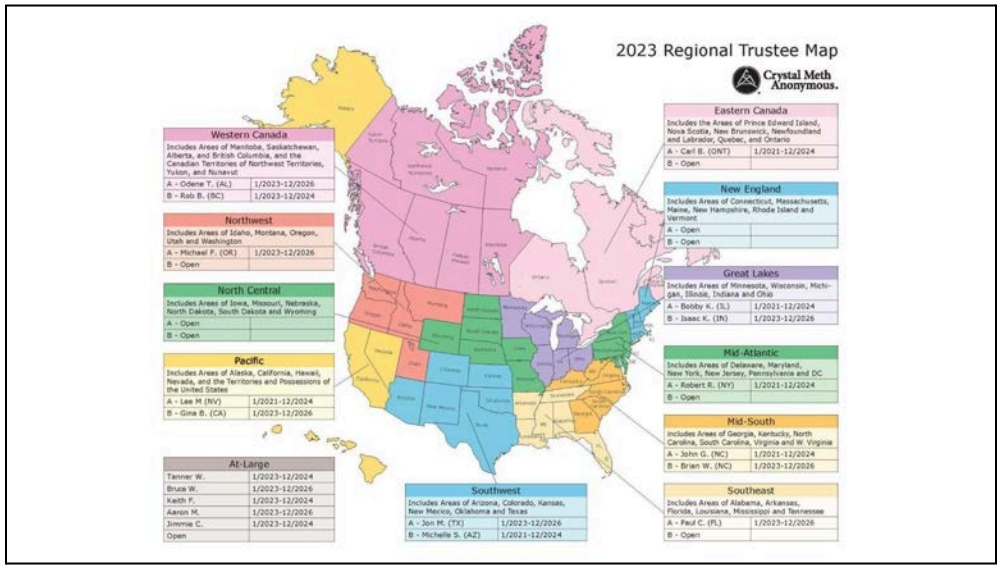




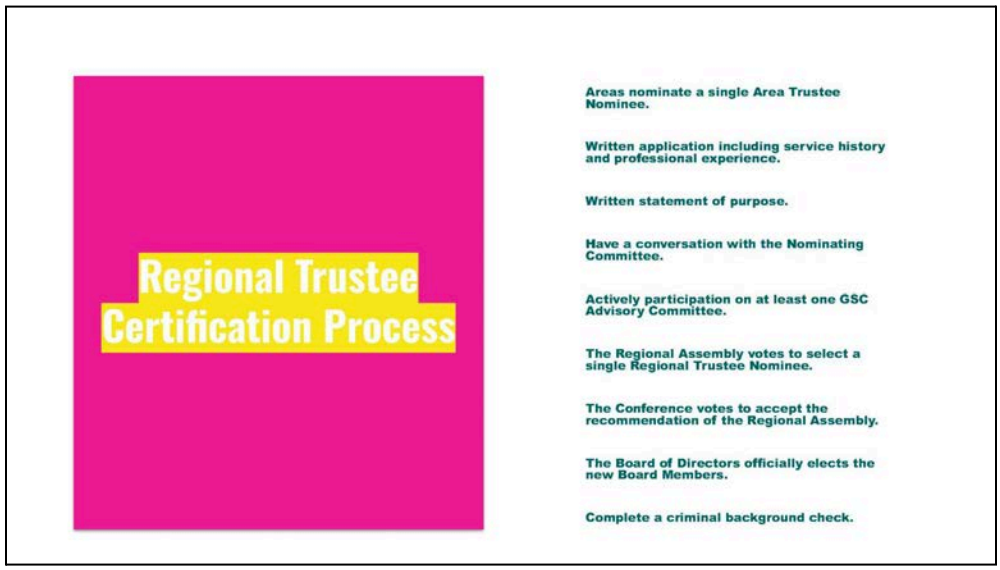
Appendix H: Nominating Committee Presentation







Appendix H: Nominating Committee Presentation







Appendix H: Nominating Committee Presentation







Appendix H: Nominating Committee Presentation

2025 Trustee Nominee Process

- Any Region with an open Trustee position (partial term)
- Each Area can nominate one candidate to the Region
- All Area Nominees should be emailed to nominatingchair@cmagso.net by January 15, 2025.
- Area Nominee applications due by April 01, 2025.
- Nominating Committee's vetting process.
- Regional Assembly to select a single nomination – August 2025.
- Regional Nominee recommendations – 2025 General Service Conference – Portland



Appendix I: Diversity, Equity, & Inclusion Committee Presentation

Diversity, Equity, and Inclusion Conference Report

—

2024 General Service Conference - Las Vegas, NV

DEI Breakout Attendees

Michael C. - Chair, NYC
Brian W. - Vice-Chair, NC
Keith K. - Secretary, LA
Stu M. - Denver, CO
Chuck - Dallas, TX
Zach - Denver, CO
David T. - Portland, OR
Barb C. - Missouri
Chris - Denver, CO
Nicole M. - Marinette, WI
Matthew - Portland, OR

DEI Committee Attendees

Michael C.	Chris G.	Jeremy A.	Kyle F.
Brian W.	Paul C.	Sergio A.	LP G.
Keith K.	Chuck N.	Joel S.	Maryka O.
Aaron M.	Psalm	Stu M.	Myles
Nicole	David T.	John E.	Ross H.
Carl B.	Rebecca W.	Tyrone C.	Hadeis
Omar	Fu	Justin L.	Rychele C.

Appendix I: Diversity, Equity, & Inclusion Committee Presentation

DEI Breakout Agenda

9:00am - 10:00am

- Welcome
- Introductions
- What is DEI?

10:15am - 12:30pm
(Break @ 11:15am)

- What is Happening at the Area Level

2:00pm - 4:00pm
(Break @ 3:00pm)

- Review 2024 Goals
  - DEI Pamphlets
  - DEI Survey
  - DEI Workshops
- Establish 2025 Goals
  - DEI Survey
  - DEI Workshops

Welcome - Introductions

- Name
- Pronouns
- City, State
- Where you were born?
- Where a grandparent was born?
- Recovery Journey
- Service History

DEI Advisory Committee Mission Statement

The mission of the Diversity, Equity, and Inclusion (DEI) Committee 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.

Appendix I: Diversity, Equity, & Inclusion Committee Presentation

What is DEI?

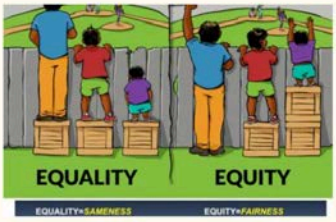
- Diversity, Equity, and Inclusion
- History of DEI in CMA
- We Provide Resources for the Fellowship

What is DEI?

Diversity
Acceptance



Equity
Action



Inclusion
Outreach



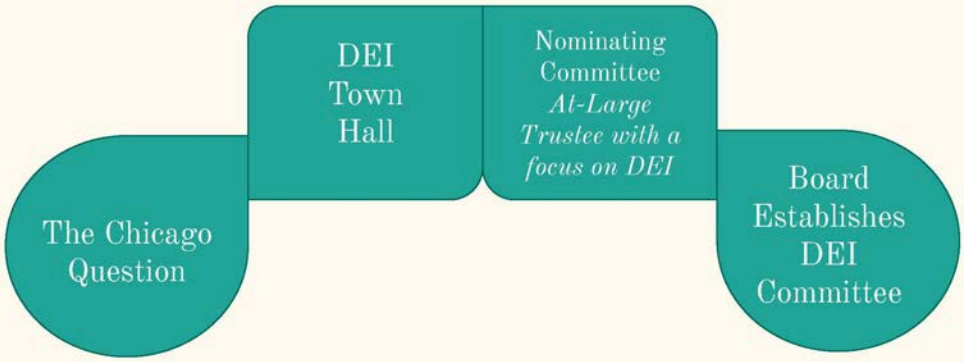
What is DEI?

BELONGING
Fellowship



Appendix I: Diversity, Equity, & Inclusion Committee Presentation

What is DEI? - History of DEI in CMA



DEI - What's Happening at the Area/Group Level

- What DEI resources would be helpful to you or your group?
- Do you have any stories of success/failures related to DEI in your group?

DEI - *What DEI resources would be helpful to you or your group?*

- Accessibility Resources
  - For physical/mature handicaps--providing early time for them to get to their seats
  - Large print readings. Greeters who can identify the needs of attendees
  - Front seating for the disabled, handicapped friendly clubs and meeting, trans made feel welcome

Appendix I: Diversity, Equity, & Inclusion Committee Presentation

DEI - *What DEI resources would be helpful to you or your group?*

- Reach out to jails, Rehabs, events and let them know everyone is welcome (PI&O, H&I)
- How to start a DEI Topic Meeting (DEI Primer)
- Gender neutral literature (LAC)
- DEI Pamphlet (DEI, LAC)

DEI - *What DEI resources would be helpful to you or your group?*

- Straight Inclusion
- Recent documents that Michael C created (DEI as an outside issue and the Accessibility Guide for GSC Volunteers) show me that there is so much more to DEI than gender, race...etc. We will be conducting a group inventory in the next few months to identify areas of to improve.

DEI - *What DEI resources would be helpful to you or your group?*

- Voices of Color - I think it would be great to have "voices of color" or something like that. There are so many people of color in the fellowship and those stories are different to the majority. Women and the mothers in CMA have played a huge part in me understanding my own mom... highlighting these voices might be very helpful not only to their own but to other who might not realize they need that message.

Appendix I: Diversity, Equity, & Inclusion Committee Presentation

DEI - *Do you have any stories of success/failures related to DEI in your group?*

- The DEI pamphlet was never voted on due to issues with the DEI committee itself and it's an informational pamphlet
- Better alignment/discussion to tradition three relevance
- Our club is non handicapped accessible but their meetings are hybrid
- Our meeting is at a LGBTQI Alano club where all are people are welcome and accepted

DEI - *Do you have any stories of success/failures related to DEI in your group?*

- I went to Stepping Stone, the mostly LGBT rehab, and we knew about CMA and knew we were included. I think it would be important to reach out to all rehab events in recovery in San Diego and let everyone know they are welcome to CMA. Straight People too!

DEI - *Do you have any stories of success/failures related to DEI in your group?*

- We believe there is an opportunity for CMA to be of greater service to the Coachella Valley. We are currently primarily based in Palm Springs and are primarily gay, white males. And that reflects much of the community that surrounds us. But East Valley has a different demographic of residents and we don't know if CMA has been introduced to that portion of the Coachella Valley.

Appendix I: Diversity, Equity, & Inclusion Committee Presentation

DEI - *Do you have any stories of success/failures related to DEI in your group?*

- Life is Bell Online Meditation meeting is the most diverse and inclusive meeting I've attended ever. The variety of voices in my home group have played a huge part in my understanding my own story.
- Bella is a diverse meeting which welcomes all and the speakers are of varied gender, ethnicity, sexual orientation and location.

DEI - *Do you have any stories of success/failures related to DEI in your group?*

- I think that we have created an extremely welcoming environment full of members who truly care about making sure that all feel welcome. We see continued growth in the size of the meeting and in our diversity.

DEI - Delegates Testimonies

Nicole

Barb

Matthew

Zach

Appendix I: Diversity, Equity, & Inclusion Committee Presentation

BRIAN'S TURN

DEI Goals - Review 2024

- DEI Pamphlet (LAC review)
- DEI Survey
- DEI Primer Workshop Series
  - How to Start an IBM
  - Accessibility
  - Service 101
  - Attraction, Not Promotion

DEI Goals - Brainstorm 2025 Goals

- DEI Survey (2024)
- DEI Primer Workshop Series
  - Archive Previous Workshops (recording, slides)
  - Workshop I - Accessibility
  - Workshop II - Service 101
  - Workshop III - Is DEI an Outside Issue?
  - Workshop IV - How to Do a DEI Survey?

Appendix I: Diversity, Equity, & Inclusion Committee Presentation

DEI Goals - UPCOMING EVENTS

DEI Primer Workshop IV: Attraction, Not Promotion - How to Welcome Diversity in the Fellowship Without Being Weird

Sunday, Dec 8th @ 3pm ET / 2pm CT / 1pm MT / 12pm PT

DEI Goals - UPCOMING EVENTS

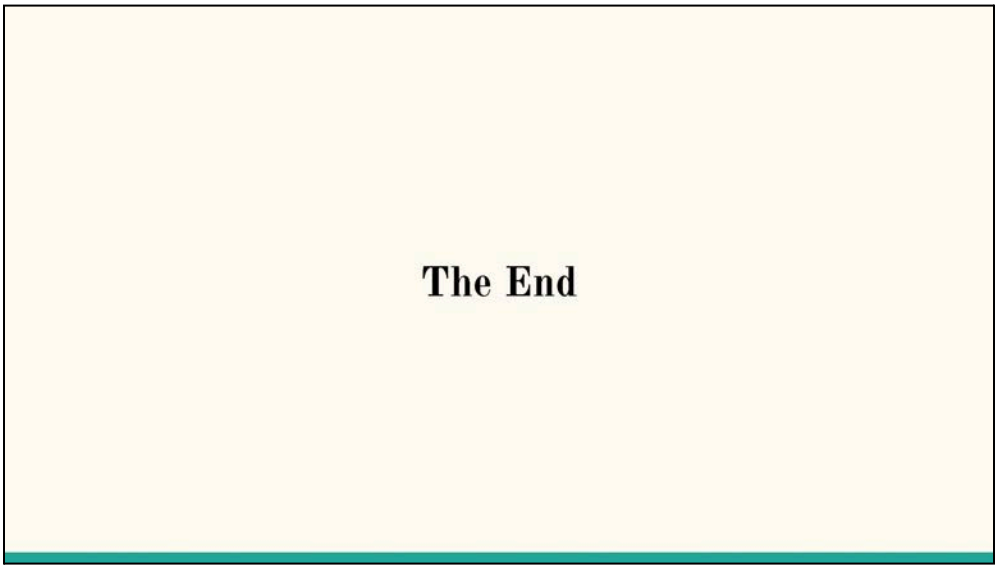
The DEI Advisory Committee

3rd Mondays @ 9pm ET / 8pm CT / 7pm MT / 6pm PT

DEI@cmagso.net

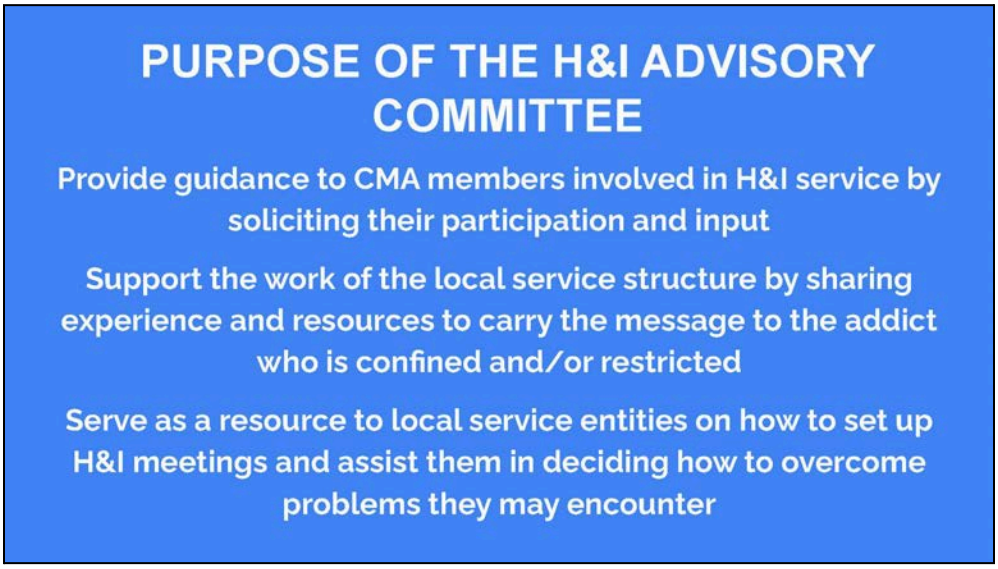
Questions / Comments

Appendix I: Diversity, Equity, & Inclusion Committee Presentation



Appendix J: Hospitals & Institutions Committee Presentation







Appendix J: Hospitals & Institutions Committee Presentation

FUN FACTS SINCE 2023 GSC

- 23 incarcerated addicts received books *and* were matched with a Pen Pal
- 791 books made their way into jail/prison libraries;
  - 207 "VOTF From the Inside Looking Out: A Sober Cell"
  - 249 "VOTF Our Recovery"
  - 153 "Crystal Clear: Stories of Hope"
  - 186 "Crystal Clear: Historias de Esperanza"
- 93 copies of 12 Steps for Crystal Meth Addicts sent by NYCMA at our request

Note: Our records show that we have sent books to facilities in 35 states and the Province of Ontario

BREAKOUT SESSION PARTICIPANTS

Sarah GM (NV) *Chair*	Mike F (CA) *Vice-Chair*	Rob B (BC) *Secretary*	Texie L. (CO) *Treasurer*	Russell G. (NC) Jails Liaison
Chris C. (CA) Pen Pal Matchmaker	Cortlen Y (DC) Pen Pal Matchmaker	Jessica __ (WI) Delegate	Donny (PA) Delegate	Celeste (KS) Delegate
Mary A (TX) Delegate	Hugh Delegate	Ace Turner (NV) Delegate	Patrick S (CO) Delegate	Michael W (AZ) Delegate
Dan B (CA)	Heather (MD) Delegate	Harry D (NJ)	David K (CO)	Baby Micah (CO) Mascot
Ashley S (AZ)	Jessica W (AZ)	Anthony R (CO)	Flint (NV)	

BREAKOUT SESSION

Pen Pal Guidelines

How to Break Into Jail

Created Junior & Senior Treasurer & Jail Liaison Positions

Elected for 2025 - 2026

Chair - Mike F (CA)

Vice-Chair - Rob B (BC)

Secretary - Chris C (CA)

Appendix J: Hospitals & Institutions Committee Presentation

2024 H&I GSC Breakout
Pen Pal Matchmaker

CMA Pen Pal Project: A Year in Review

Pen Pal

- 24 Incarcerated addicts matched
- 72 Pen Pals Signed up
- 30 Pen Pals contacted for update
- 11 Pen Pals updated
- 53 Potential Pen Pals not matched

Other Projects

- Redactions
  - 2017- 4 items
  - 2018- 53 items
- Facility spreadsheet for newer literature

CMA Pen Pal Suggested Matching Guidelines

Priority

Minimum of 6-12 Months continuous Sobriety

Working the steps with a sponsor or have completed the steps with a sponsor

Willingness to sponsor (if needed)

Consideration Given

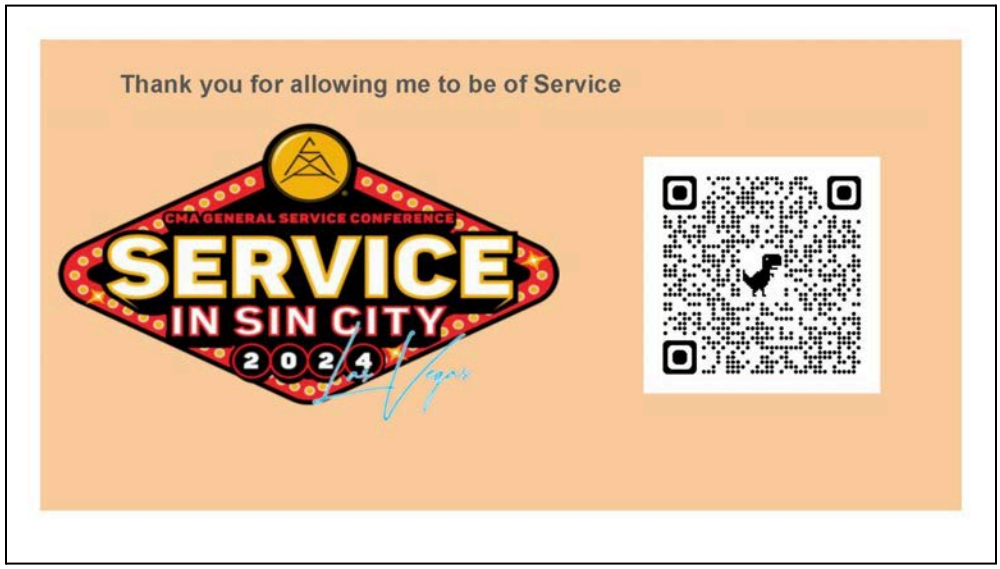
Cultural and Generational Similarities

Geographic considerations

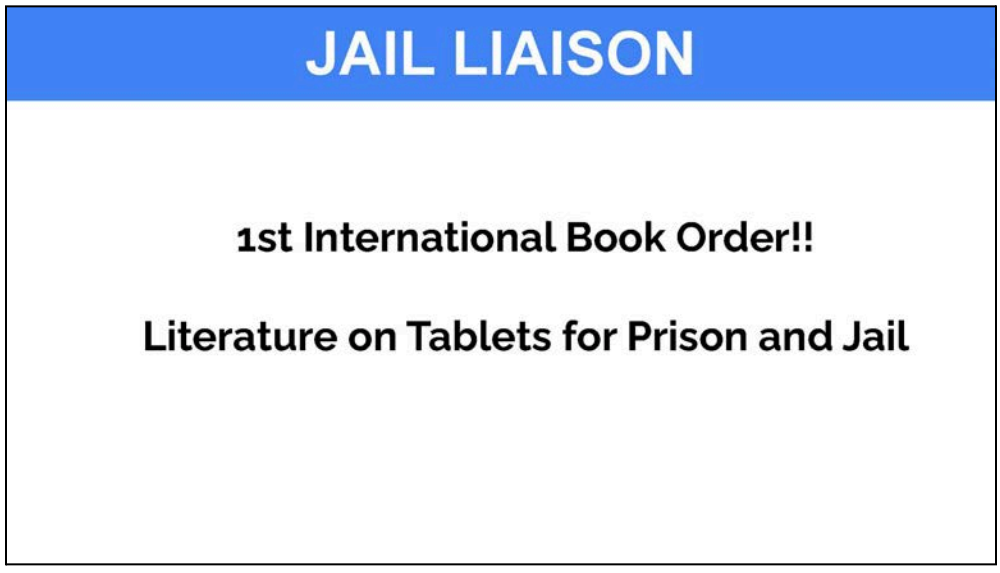
Sensitivity details of Incarceration

Gender Identification, sexual orientation

Appendix J: Hospitals & Institutions Committee Presentation







Appendix J: Hospitals & Institutions Committee Presentation

JAIL LIAISON

Analytics from Tablets

Sponsorship by Mail

Re-entry Information/What's Next Help

ON THE HORIZON

- ★ By the end of 2025, we want books in every state.
- ★ Sober Cell in Spanish - Thank you LAC!
- ★ Books into facilities in AK, RI, VT, S. Carolina
- ★ Books on jail/prison tablets happening any day now!
- ★ Collaboration with PI&O - HiPi
- ★ Sponsorship by mail
- ★ Finish our Sexy Flow Charts
- ★ Practice what we've put in place while we take a breath and reassess what's next

COMMITTEE MEMBERS

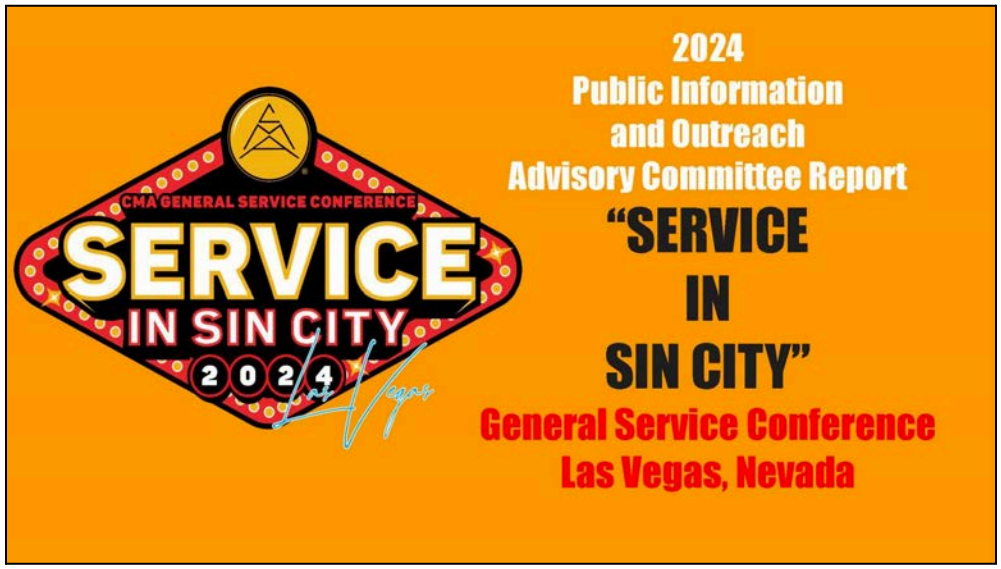
- Sarah G – Chair
- Mike F – Vice Chair
- Rob B – Secretary
- Texie – Treasurer
- James C – Advisor
- Russell G – Jail Liaison
- Chris C – Pen Pal Matchmaker
- Cortlen Y – Pen Pal Matchmaker
- Lee M – Trustee
- Dan B – Communications Liaison
- George M – PI&O Liaison
- Devin – AZ
- Anthony R – CA
- Harry D – NJ
- Harry D – NJ
- Mary A – Bulldog
- Evan L – Bulldog
- Kyle – ONT
- Heather – MD
- Baby Micah – CO

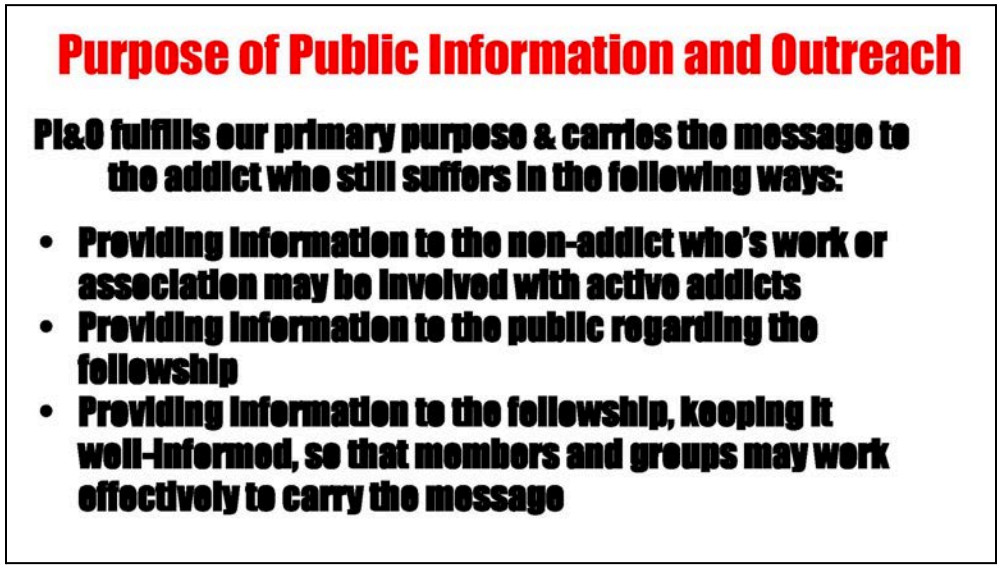


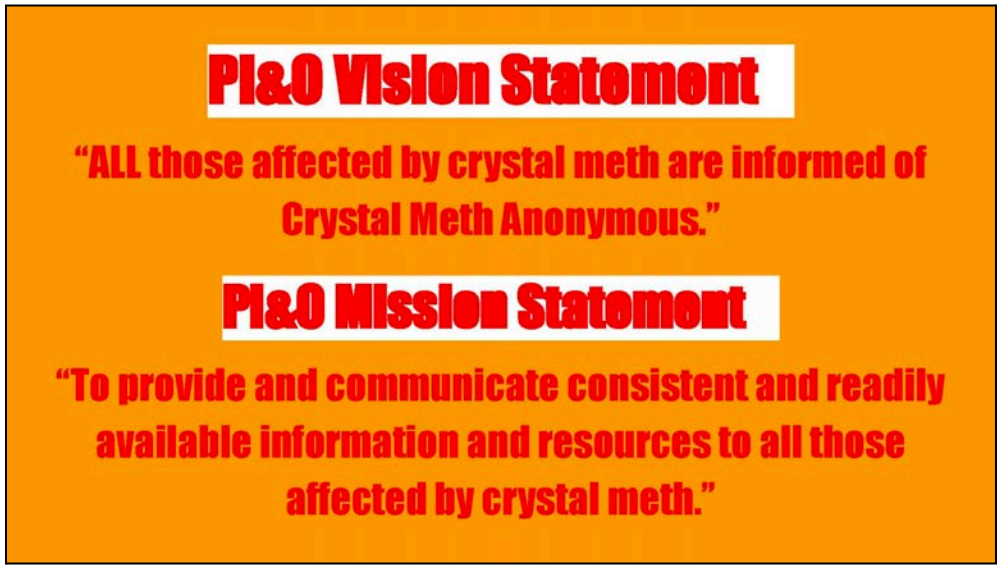
Appendix J: Hospitals & Institutions Committee Presentation



Appendix K: Public Information & Outreach Committee Presentation







Appendix K: Public Information & Outreach Committee Presentation

Advisory Committee Members

Julie E (AZ)
Jason C (CA)
Rychele C (EDM)
Keith F.(CA)
Jimmie (NJ)
Rob R. (NY)
Lance S. (FL)
Kyle K. (MI)
George (NC)
Melissa (NE)
Troy (TX)

Larry C. (TX)
Harry (NY)
Jeff L. (CO)
David P. (CA)
Tom W. (UK)
Kyle F. (ONT)
Richard C. (CA)
James C (AZ)
Jon M (TX)
Roberto F (CA)

"This is Twelfth Step work in the very best sense of the word. "Freely ye have received; freely give..."

12/12 pg 110

Thank You!!!!!

Breakout Session

WELCOME!!!!
SCOTT T.
ROSE K.
GOPAL I.
CAMARON M.
BOB B.
ASHLEY S.



Water Bottle Label



Appendix K: Public Information & Outreach Committee Presentation

Water Bottle Label Info

- The samples received this weekend printed Waterproof Avery Label #22845, can be purchased online avg $15/40 labels (look for coupons)
- Non-Waterproof 1 ¼ X 9 3/4 also available at less cost
- Editable Version (like the pull tab document) to add local area info coming soon!!!!
- Printable standard version available on the website under the Public Information and Outreach tab with our other tools for the fellowship



2024 Helpline Report

CMA GENERAL SERVICE CONFERENCE
SERVICE IN SIN CITY
2024 Las Vegas

The CMA 24 Hour Helpline

(855) METH-FREE ~ (855) 638-4373

HELPLINE PURPOSE

The purpose of the Public Information & Outreach Advisory Committee's Helpline is to ensure that CMA's message of recovery is available to the still-suffering crystal meth addict. We accomplish this by providing consistent information and resources to all those affected by crystal meth.

Appendix K: Public Information & Outreach Committee Presentation

OUR VOLUNTEERS

Jimmie C (NJ)	Justin E (NY)	Dale G (CA)	Nick F (IL)	Bruce McW (DC)
David C (MA)	David H (CA)	Mark McG (NY)	Eric M (CO)	Tia S (NV)
Monty S (NE)	Mark W (DC)	Danny T (NV)	Eric B (AZ)	Siobhan M (AZ)
Rica B (AZ)	Jason C (CA)	Justin M (IL)	Travis C (ED)	Odene T (ED)
Stu M (CO)	Keith F (CA)	Chris C (CA)	Mike F (CA)	Blake C (TX)
Rychele C (ED)	Rudy M (SC)	Sean C (FL)	Kate J (CA)	Stephen S (FL)
Neil H (MD)	George McG (NC)	Casey B (IL)	Brian B (NY)	Mia C (CA)
Oliver T (IL)	Richard C (CA)	Mike R (FL)	Buddy M (IL)	Matthew L (CO)

	2024	2023
Hours Covered	82	51
Hours Available	86	117

Helpline@cmagso.net - 119 emails received

CALL STATISTICS

	Attempted	Abandoned		Attempted	Abandoned
September	193	47	March	245	62
October	190	39	April	184	56
November	256	31	May	212	57
December	233	41	June	209	56
January	272	55	July	248	67
February	213	54	August	193	49

2024 Totals
Calls Attempted - 2648
Calls Abandoned - 616
Abandonment Rate 23%

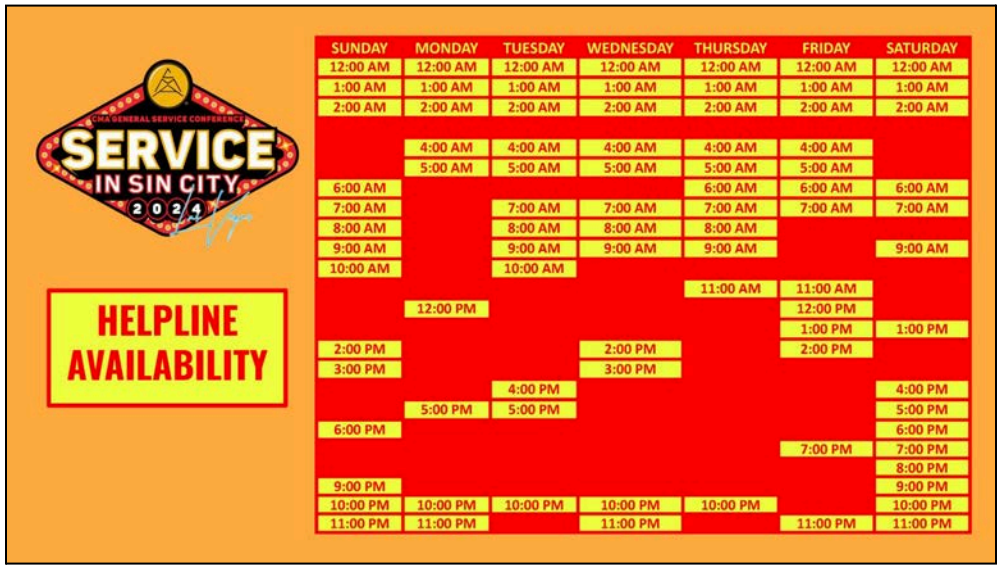
2023 Comparison
Calls Attempted - 2305
Calls Abandoned - 646
Abandonment Rate 28%

HELPLINE AVAILABILITY

2023

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	12:00 AM
1:00 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	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	
6:00 AM	6:00 AM	6:00 AM	6:00 AM	6:00 AM	6:00 AM	6:00 AM
7:00 AM	7:00 AM	7:00 AM	7:00 AM	7:00 AM	7:00 AM	7:00 AM
8:00 AM	8:00 AM		8:00 AM		8:00 AM	8:00 AM
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	10:00 AM	10:00 AM	10:00 AM	10:00 AM	10:00 AM	10:00 AM
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3:00 PM						
		4:00 PM	4:00 PM			4:00 PM
		5:00 PM	5:00 PM			5:00 PM
6:00 PM						6:00 PM
7:00 PM						7:00 PM
8:00 PM				8:00 PM		8:00 PM
9:00 PM	9:00 PM	9:00 PM				9:00 PM
10:00 PM	10:00 PM	10:00 PM	10:00 PM			10:00 PM
11:00 PM	11:00 PM		11:00 PM		11:00 PM	11:00 PM

Appendix K: Public Information & Outreach Committee Presentation







Appendix K: Public Information & Outreach Committee Presentation

History of PSA's on YouTube

- On December 14th, 2012 Crystal Meth Anonymous released its first Public Service Announcement (PSA): "There IS a Solution...." on the YouTube Platform
- This creative process took over two years; multiple versions, edits, and graphic thematic changes were vetted.
- This 30 sec videos remain available today to carry a message of recovery to the addict who still suffers as well as the general public.

Crystal Meth Anonymous two official Public Service Announcements can be found on the website and on YouTube under @CMAPublicMedia

Thank you to those who worked tirelessly to fulfill the vision of PI&O by creating these original PSA's!!!

PSA #1
Girl on Beach
Portrait Style
Youtube Reel

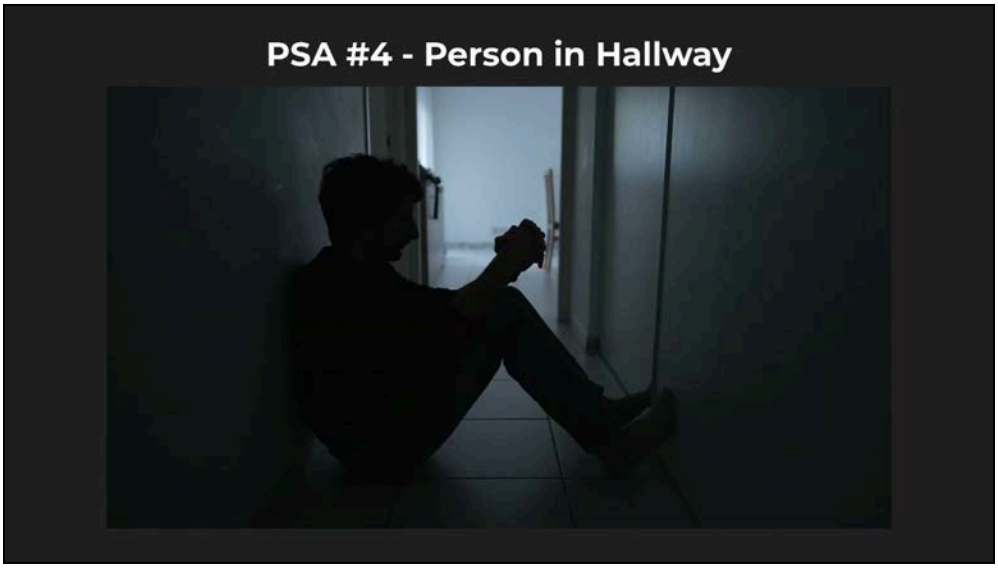


PSA #2 - Family in Street

CrystalMeth.org
855-METH-FREE

Appendix K: Public Information & Outreach Committee Presentation







Appendix K: Public Information & Outreach Committee Presentation

2023-2024 Fellowship Survey

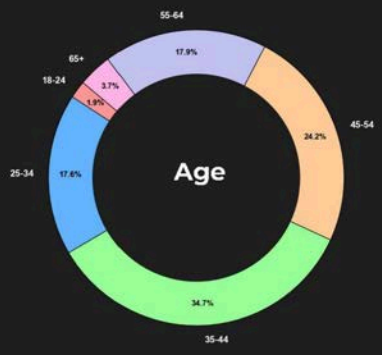
CMA GENERAL SERVICE CONFERENCE
SERVICE IN SIN CITY
2024 Las Vegas

Fellowship Survey Results

- Survey was available on Survey Monkey from June 2023 - June 2024.
- 1828 fellows responded
- Fellows from all over the world participated
  - 45 states + Washington DC
  - 21 different countries

- Here, we will summarize key highlights from the survey.

Demographics

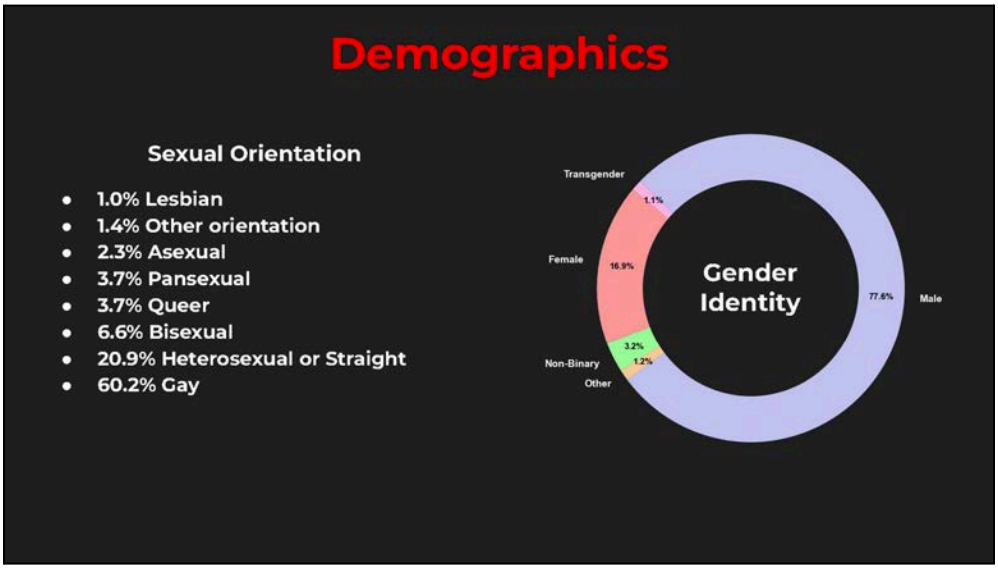


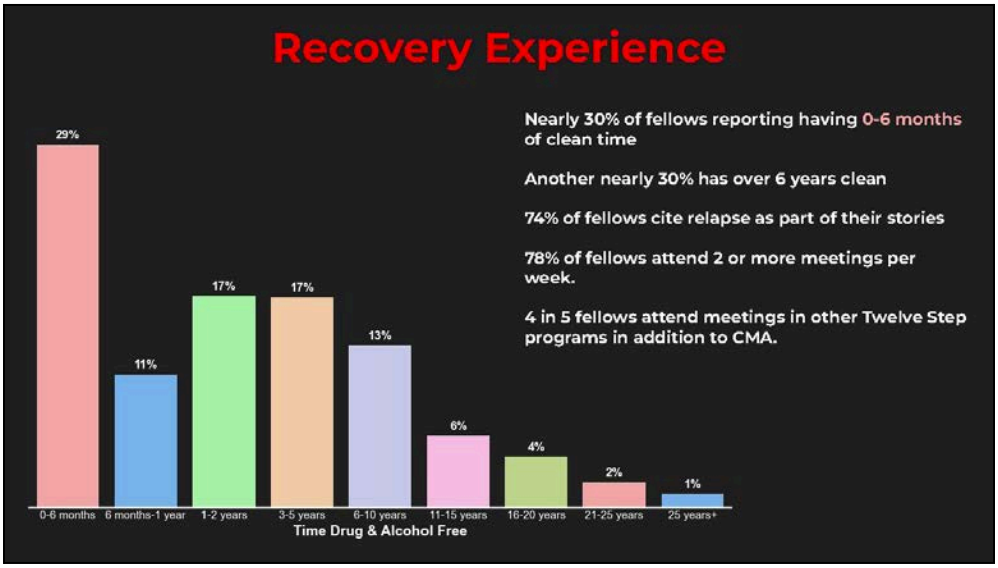
Median age of respondents was 45 years old

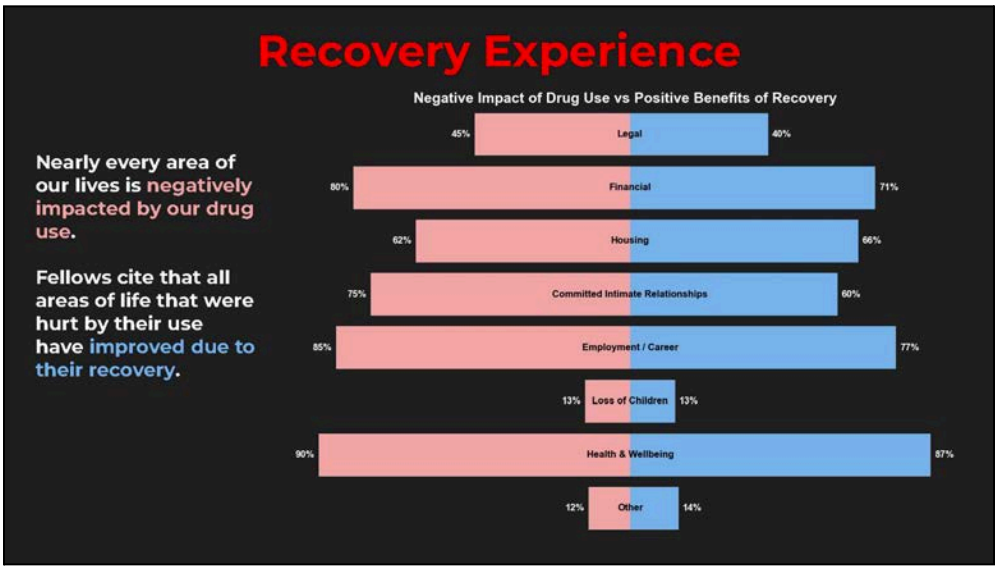
Ethnicity

- 0.4% Native Hawaiian or Other Pacific Islander
- 0.5% Middle Eastern
- 2.1% Other Ethnicity
- 2.5% Native American or Indigenous
- 2.8% Asian
- 4.9% Multiracial
- 5.3% Black or African American
- 11.5% Hispanic
- 68.1% Caucasian

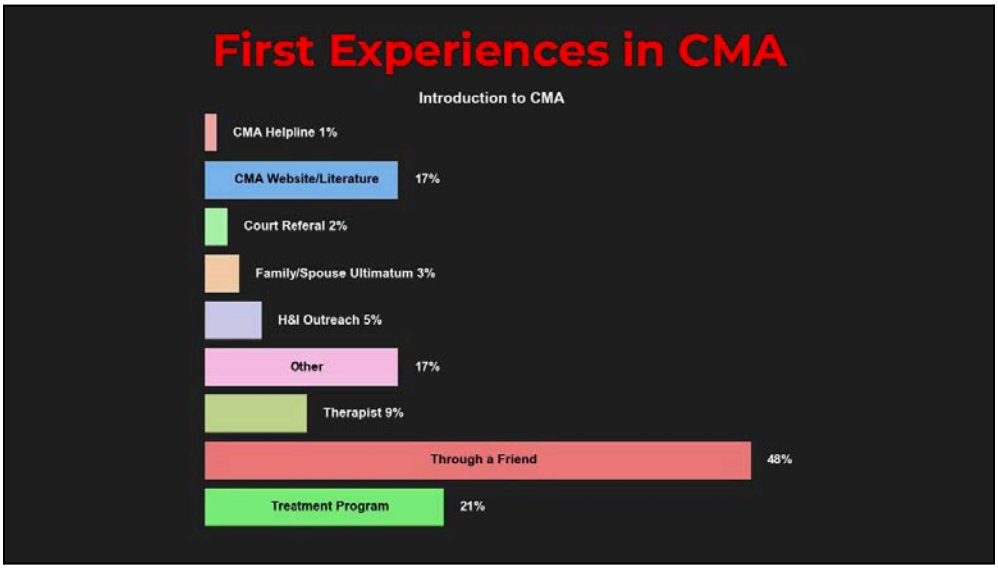
Appendix K: Public Information & Outreach Committee Presentation



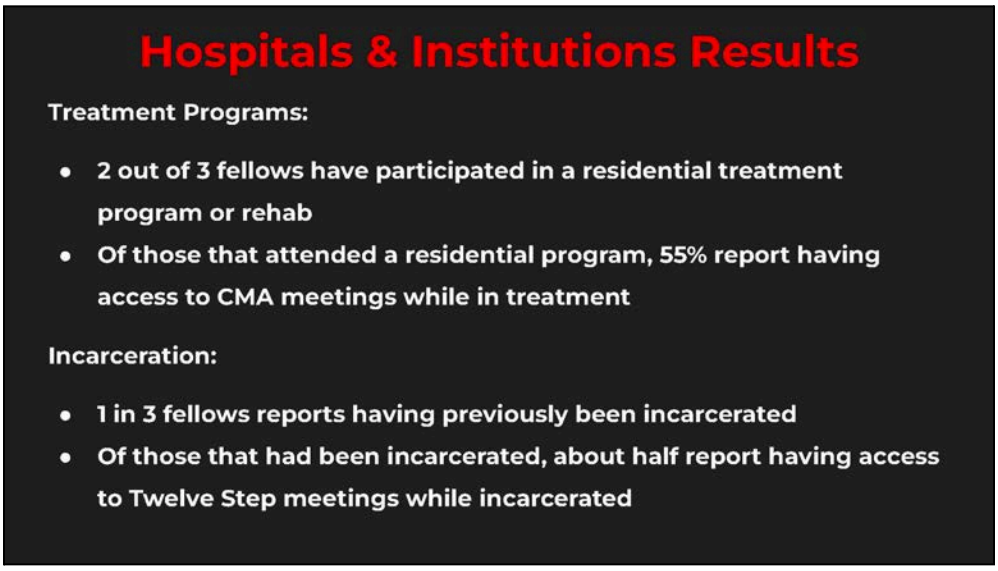




Appendix K: Public Information & Outreach Committee Presentation







Appendix K: Public Information & Outreach Committee Presentation

Regarding the Survey Question:

Do you feel that CMA is diverse, equitable, and inclusive in your state or region?

1 in 5 fellows responded No

Fellows of color, those identifying as heterosexual/straight males, and fellows who identify as transgender or non-binary show a higher rate of answering No to this question.

In the words of fellows:

- *The attendance is often heavily exclusively white, cisgender male.*
- *I feel like the focus is so much on LGBTQ that women and straight men are ignored.*
- *There are many white people who don't normally come up to a non-white newcomer or newbie from out of town.*

Find out more!

Survey Results Town Hall

Feb 1, 2025

Noon PST / 3pm EST

Zoom link will be communicated to the Fellowship when the date nears

2024 Professionals & Underserved Outreach



Appendix K: Public Information & Outreach Committee Presentation

2024 Ongoing Projects

- Researched 457 health clinics at colleges & universities in the U.S., primarily in underserved areas
  - Sent out 423 electronic letters went to health clinics introducing them to CMA
  - Sent out 104 snail mail letters (more ready to go, but awaiting budget for more stamps)
  - Received responses from a few universities that were not familiar with CMA
- Compiled a working list of local PI&O contacts in areas where CMA already exists
- Mapped out states that still need to be contacted in underserved areas

2025 Goals

- Finish researching and sending out letters introducing CMA to health clinics in all colleges & universities in underserved areas where CMA does not exist
- Contact local PI&O's to determine whether they have already done similar work in their area or would like support from General Service in doing this work
- Research and send out letters to those areas that request assistance with colleges project
- Research and send intro CMA letter to drug & family courts
- Identify ways to bring Crystal Meth Anonymous to those areas that are currently underserved
- Identify other professional organizations that interact with addicts to introduce them to CMA

2025 Upcoming Projects.....



Appendix K: Public Information & Outreach Committee Presentation

Upcoming Projects

- Update the PI&O presentation given to professional organizations
- Create visuals and other resource tools for tabling events
- Initiate project for building CMA in underserved areas
- Facilitate the fellowship survey townhall and identify opportunity areas for future work
- Continue to build the professional organizations database to send intro CMA letter to those that may interact with the struggling addict
  - Including drug & family courts
- Collaborate with the Communications Advisory Committee on tools for how to better connect with the newcomer
- Collaborate with the International Committee on how to carry the message to addicts globally

PI&O Advisory Meeting and Workgroups

Public Information and Outreach Monthly Advisory-3rd Saturday of each month at Noon Eastern time, 9 am Pacific. Please email Rychele.C@cmagso.net to be added to mailing list and login information

Professionals and Underserved Outreach-3rd Saturday of each month 11 am Eastern Time, 8am Pacific. Please email Jason.c@cmagso.net for login information

PICO Digital Outreach-2nd Monday at 8:15 pm Eastern Time, 5:15 Pacific-please email Jimmie.c@cmagso.net for login information

Opportunities to serve also listed in the Service Classifieds on the Service Portal

Thank You



Appendix L: Executive Committee Presentation

Executive Conference Committee

CMA 2024
General Service Conference
Las Vegas, NV

Executive Committee Members 2023-2024

- Bobby K (IL) Board Chair
- Jon M (TX) Board Vice-chair
- Mike F (OR) Secretary
- Bruce W (NY) Treasurer
- John G (CO) GSC Chair
- Keith F (CA) Trustee
- Isaac K (IN) Trustee

Executive Conference Committee Members

- Bobby K (IL) Board Chair
- Jon M (TX) Board Vice-chair
- Mike F (OR) Secretary
- Bruce W (NY) Treasurer
- John G (CO) GSC Chair
- Keith F (CA) Trustee
- Isaac K (IN) Trustee
- Aaron M (CO) International Chair
- Tanner W (OR) - OSC
- Lee M (IN) - NOM
- Nate Davis (KS)
- Bill B (CA)
- Crystal Bedford (PA)
- Peter Stavropoulos (AUS)
- Melissa S (ND)
- Joseph Amrhein (MN)
- Jessica Hurley (WI)
- Paul J Williams (TX)

Appendix L: Executive Committee Presentation

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 (Maxx Content example)
- 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 GSO Service
  - The Bylaws of Crystal Meth Anonymous
- Engages important strategic discussion and work regarding future operation of the annual General Service Conference

Intellectual Property Update

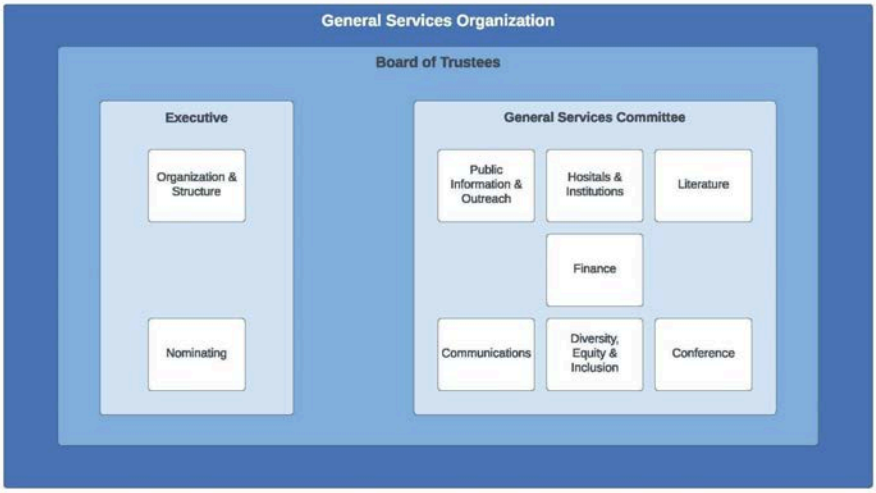
Appendix L: Executive Committee Presentation

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

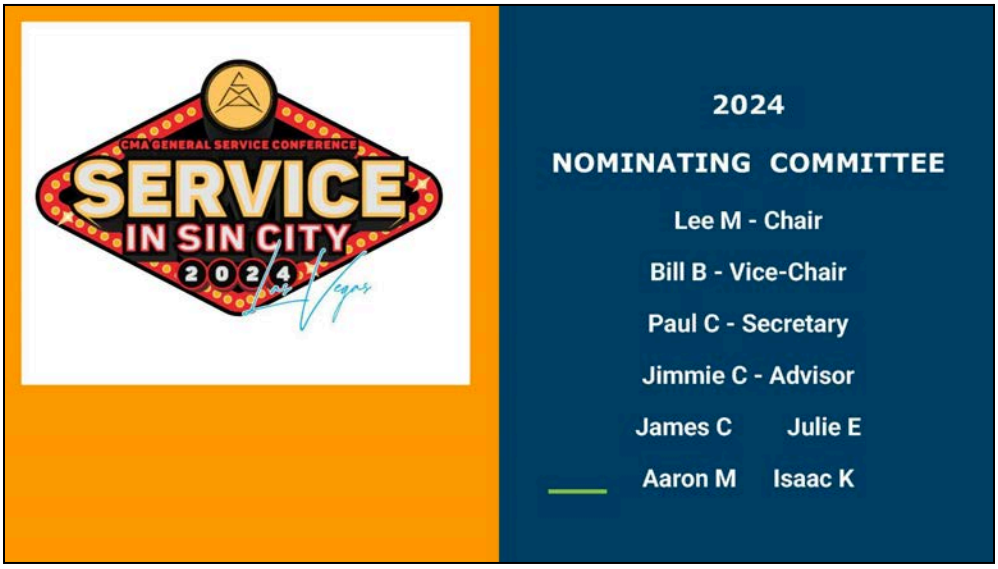
Intellectual Property Trademark Renewal

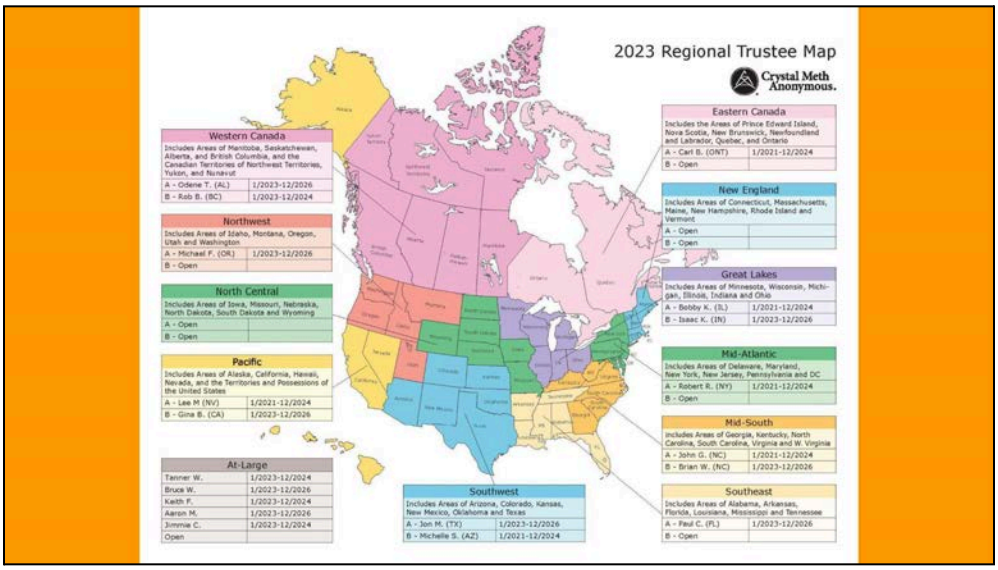
- 2022-2023 (Done)
  - Logo with Circle
  - Crystal Meth Anonymous
- **2023-2024 (Done)**
  - **CMA**
  - **Logo without Circle**
- 2024-2025
  - Voices of the Fellowship



Appendix L: Executive Committee Presentation







Appendix L: Executive Committee Presentation

Completed Projects

- Regional Assembly Outline and Media Kit updated
- Compliance with new CA Background check procedure
- 2024 Trustee Nominees "vetted"

Ongoing Projects

- Documenting processes and procedures for future NOM members
- Nominating Timeline Calendar

Outgoing Trustee Exit Interview

Purpose:

- To serve as an opportunity for the Board of Directors to learn from itself.
- Gain a better view of areas of improvement.
- To build a better Board based on the experiences of our fellows.

Link to document:

https://docs.google.com/document/d/1bCVluw1eK1FeMpN9CHSj8DNgWGepmXtgbZb1rSOzmMM/edit?usp=sharing

Appendix L: Executive Committee Presentation

Moving Forward

- Conducting Exit Interviews.
- Working with Areas for future Nominees.
- Meeting with the Executive Committee for input/direction.

Organization & Structure Committee

OSC Current Members

Tanner W- Chair
Jon M - Google Workspace Admin
Yvonne W – Archivist
Aaron M
Jimmie C
Isaac K
David S
Walt W
Bobby K

Appendix L: Executive Committee Presentation

Organization & Structure Committee (OSC)

- *What we do:*
  - *CMA's 'junk drawer'*
  - *The tasks that need to be done for CMA GSO to function*
- **Purpose**
  - To promote the continuity, functionality, and institutional knowledge of CMA for current and future members of the General Service Organization (GSO) via processes for record-keeping, document review & editing, and other administrative tasks.

Organization & Structure Committee (OSC)

- Primarily tasked with records retention and management as per our Records Retention Policy
- Oversight of Google Drive and Google Workspace 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.

Organization & Structure Committee (OSC)

- **Composition**
  - Four to six Board members; at least two of whom are members of Exec. As well as Advisory Committee Chairs as needed and CMA members with special skills (Google Drive, writing/editing, prior experience, institutional knowledge, etc.).
  - This committee also houses two specific roles: the Google Workspace Administrator and the Archivist.

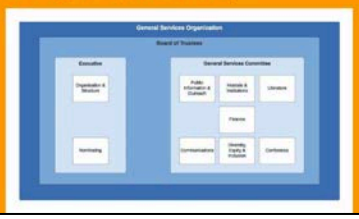
Appendix L: Executive Committee Presentation

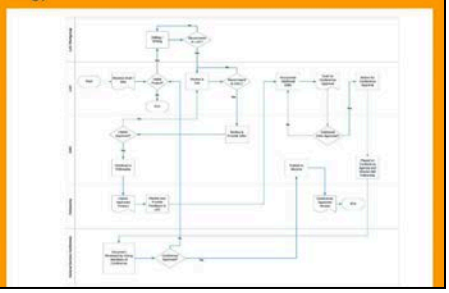
Organization & Structure Committee - Goals

- **Priorities & Projects**
  - **Google Drive** (ongoing)
    - Folder structure reviews, (completed fall 2023)
      - Proposed Map Drafted
  - **Google Workspace Policy**
    - Approved by Board
  - **Conference Charter** (In progress)
    - Final editing
    - 4 major changes
      - C.M.A - CMA
      - World Services getting phased out
      - Wordsmithing
      - Item 6 added: Regarding service terms and timing of elections for Area Committee Members and Delegates.

Organization & Structure Committee - Goals

- **Priorities & Projects**
  - **Visualizations / Process Documentation** (some progress, ongoing)
    - GSO committee structure (DONE)
    - Process for literature/projects (ongoing)
    - Delegate Packet- (not started)
    - Budget – (not started)





Organization & Structure Committee - Goals

- **Priorities & Projects**
  - **Service Position Descriptions** (complete; available for Board and Nominations)
  - **Service Manual Glossary** (Not started)

Appendix L: Executive Committee Presentation

Vision Workgroup

Rob R – Chair Vision Workgroup
Tanner W, Jon M and Bobby K

Vision Workgroup

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

- Discussion prompt at the 2021 General Service Conference

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.

Appendix L: Executive Committee Presentation

Vision Workgroup –
When you envision CMA in the year 2050, what do you see?

- Three more fellowship surveys
- A worldwide fellowship and literature in 10+ languages
- Two Delegates from every Area
- CMA in the public eye (2)
- Streamlined way to get info about CMA to other organizations
- No more stigma around addiction/recovery/medically assisted recovery
- Unity
- Moving from how to start a meeting to how to start an Area/Region
- Trustee travel fully funded
- Structure representative of our demographics and meetings where we all feel safe
- **Physical location for our archives and a place to go and visit our history**
- Materials and tool for Delegates to do better work
- Scholarships for Delegates
- Brand kit in lieu of logo download
- Financially thriving entity
- Vibrant fellowship, mature North American conference, blossoming fellowship and structure in other parts of the world
- **World Convention (3)**
- Robust library of literature
- Better website placement (SEO)
- Conference that is better time managed
- **Orientation for Delegates**
- Condensed points in Delegate Packet
- Criminal friendly destinations
- No more mental health stigma
- Diverse, equitable, inclusive fellowship - where it's just baked into who we are
- Smooth operations and internal communications
- A world where CMA isn't needed
- Meetings wherever there are newcomers
- Twelve Step working guide
- CMA as a program, not just a Fellowship
- **A service structure that is considering what CMA might look like in the future - building for the Fellowship of 2080**

Online Meetings

Last year, a number of delegates brought the floor the challenges online groups were having not having a specific place in the service structure.

Project:

Exploring the Integration of Online Groups into Our Service Structure

We have distributed a survey to 135 online group contacts to gather detailed insights on the specific needs of online groups and explore how they could be supported through our service structure.

Survey for ONLINE GROUPS

Appendix L: Executive Committee Presentation

Vision Workgroup Announcement to the Conference

- Reflecting on the intention 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 want to help tackle one of the topics mentioned, we'd love to hear from you.

Vision Workgroup - Contact

vision@cmagso.net

rob.r@cmagso.net

Trustee Mentor Project

Appendix L: Executive Committee Presentation

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 occured 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.

Engaging past Trustee Mentors

Appendix L: Executive Committee Presentation







Appendix M: Conference Committee Presentation

1

CRYSTAL METH ANONYMOUS

2024 CMA General Service Conference



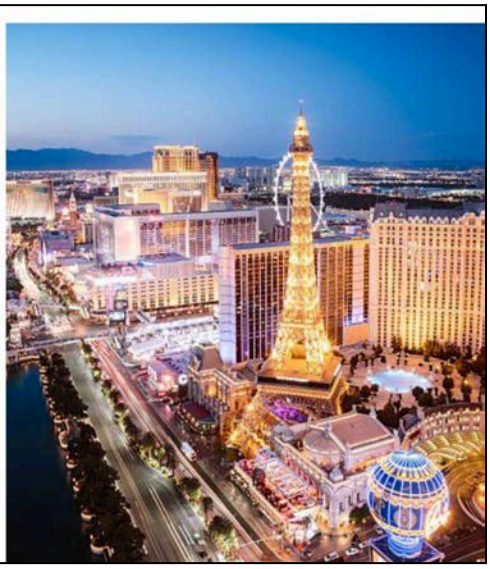
Conference Advisory Committee Report

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CRYSTAL METH ANONYMOUS

CONFERENCE COMMITTEE

- Michelle S. - Committee Chair
- Aaron M. - Committee Co-Chair
- Victor M. – Secretary/Registration Chair
- CJ M. – Registration Co-Chair and Literature Liaison
- Lee M. – Merchandise Chair
- Isaac K. - Finance Liaison
- Jon M. - Communication Liaison
- Melissa R. - PI&O Liaison
- James C. – H&I Liaison
- Ross H. – DE&I Liaison



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CRYSTAL METH ANONYMOUS

GSC CONFERENCE COMMITTEE MEMBERS (CONT.)

- Brandon St.
- Bobby K.
- Danny T.
- Gopal I.
- James C.
- Paul C.
- Roberto F.
- Sara M.
- Tanner W.



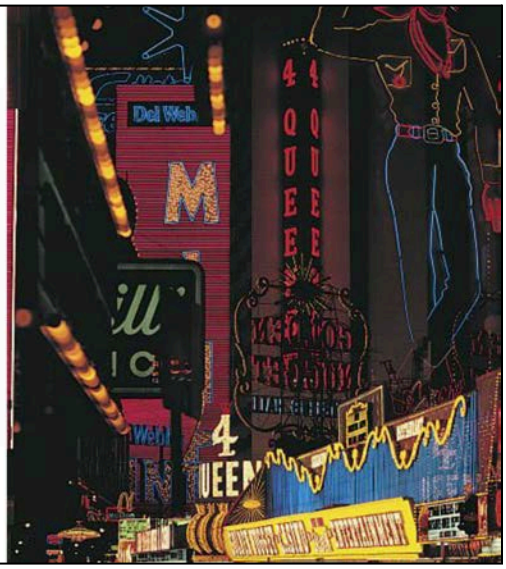
Appendix M: Conference Committee Presentation

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CRYSTAL METH ANONYMOUS

LAS VEGAS HOST COMMITTEE

- Lee M. Chair
- Tia Z. – Co-Chair
- Mike L. – Hotel Liaison
- Stephen F. - Art Director
- Sarah GM - Hospitality
- David K. – Volunteer Coordinator



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CRYSTAL METH ANONYMOUS

2024 COMMITTEE WORK

CMA GENERAL SERVICE CONFERENCE
SERVICE IN SIN CITY
2024
Las Vegas

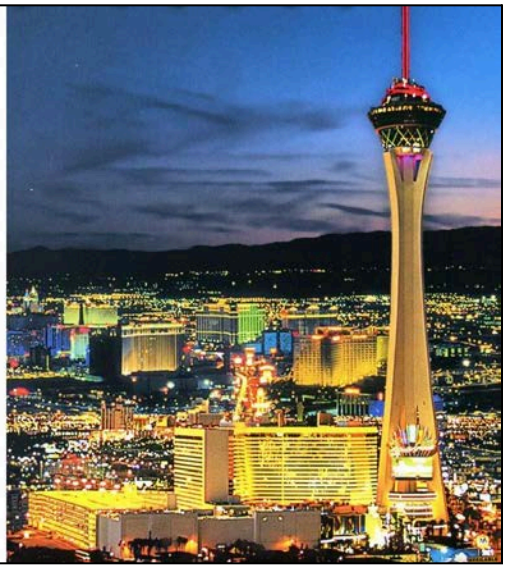
- Coordinated with the Las Vegas Committee for the 2024 General Service Conference.
- Began coordination with the Portland Host Committee for the 2025 General Service Conference.
- Updated the Conference Bid Packet to reflect the information needed for the committee to make an informed decision on future conferences
- Voted to hold the 2026 General Service Conference in San Francisco.

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CRYSTAL METH ANONYMOUS

DELEGATE WORK GROUP

- James C. - Chair
- Sarah G.M. – Co-Chair
- Odene T. – Secretary
- Rychele C. - Delegate Call Lead
- Lee M. – Delegate Mentor Lead
- Stephen F. – Delegate Packet Lead
- Dan B. – Delegate Emeritus



Appendix M: Conference Committee Presentation

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CRYSTAL METH ANONYMOUS

2024 DELEGATE WORK GROUP WORK



- Assigned mentors who actively engaged with delegates3
- Simplified the delegate packet making it more user-friendly
- We set up a series of calls each designed to empower and support the delegates
- Listen to the feedback from the Delegates and continue to identify ways we can be of service

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2025 COMMITTEE WORK

- Coordinate the 2025 General Service Conference in Portland and begin coordination for the 2026 General Service Conference in San Francisco
- Review Bids for the 2027 General Service Conference
- Continue to improve Bid processes
- Create a more robust tech team to manage the Conference more efficiently.



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CRYSTAL METH ANONYMOUS

CALL TO THE FELLOWSHIP



The Conference Committee is seeking people with tech experience to help make the Conference accessible for all attendees regardless of location or ability.

These will be in-person and online positions.

Appendix M: Conference Committee Presentation

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CRYSTAL METH ANONYMOUS

CONFERENCE SURVEY

- The conference survey will be sent out by this evening.
- Please respond when you get it. Your feedback informs the Conference Committee on what went well and where we have opportunities to improve the Conference.



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CRYSTAL METH ANONYMOUS

CMA GENERAL SERVICE CONFERENCE
SERVICE IN SIN CITY
2024 Las Vegas

QUESTIONS?

Appendix M: Conference Committee Presentation

