

**2025**

# **General Service Conference**

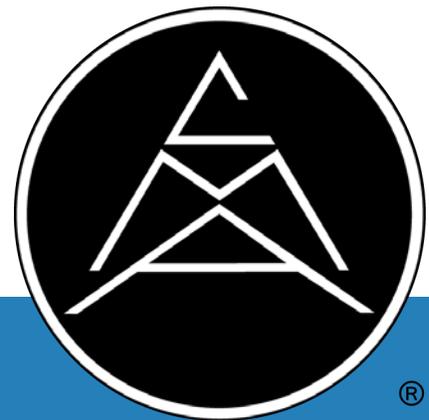
of Crystal Meth Anonymous

**KEEP SERVICE  
WEIRD**



2025 CMA GENERAL  
SERVICE CONFERENCE  
PORTLAND OR

## **Report of Conference Activities**



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# Overview of the Conference

The 2025 General Service Conference of Crystal Meth Anonymous was held November 6, 2025 through November 9, 2025, at the Hilton Portland Downtown, in Portland, Oregon. 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 Friday, November 7, 2025, the seven Conference Committees (Communications, Hospitals & Institutions [H&I], Literature, Public Information & Outreach [PI&O], Finance, Executive, and Diversity, Equity, & Inclusion [DEI]) convened to discuss their respective agenda items and prepare their reports, 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. Conference Committee reports, and a presentation on the CMA App were also presented. 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 Finance Advisory Committee (FAC) report opened with the Chair Odene T. (Western Canada) sharing a reflection on discovering that financial service can be meaningful and rewarding, then outlined FAC's role in stewarding CMA's finances in alignment with the Twelve Traditions and Concepts, including budgeting, financial oversight, and supporting groups with fiscal guidance. The 2025 Finance Conference breakout was well attended and focused on four areas: the possible continuation and purpose of a Finance Town Hall; delegate feedback revealing uncertainty about how GSC funds are used and barriers to giving that largely stem from communication gaps; discussion of CMA's reliance on merchandise sales versus Seventh Tradition contributions and the spiritual implications of self-support; and future planning centered on clearer communication, donor acknowledgment, and balanced revenue strategies. Delegates shared ideas for new fundraising efforts and merchandise, emphasized the need to better "tell the story" of how money supports carrying the message, and voiced strong support for ongoing town halls and improved, simpler donation processes, including electronic options and international consultation. New merchandise initiatives were announced, including a newcomer starter kit and an eternity medallion, no motions were made, and approximately \$4,455 in individual donations were contributed during the combined Treasurer and Finance sessions.

### Communications Committee

James C. presented the Communications Advisory Committee report, highlighting the committee's role in supporting CMA fellowship communication through management of the official websites, the Seeds of Serenity newsletter, speaker recordings, meeting lists, the CMA



App, and collaboration with other committees. The session included an interactive workshop on speaker recordings, where delegates practiced reviewing submissions for themes such as trauma, isolation, resilience, and identity, and learned how the review process ensures the CMA message remains consistent and inclusive. Recognition was given to retiring webmaster Pete S. for nearly 30 years of service, and updates were shared from the Web Group, which focuses on content accessibility and user-friendly site management. Delegates provided feedback on website navigation, search functionality, mobile access, and resource visibility, which the committee will incorporate in upcoming redesign efforts. The newsletter session encouraged delegates to submit ideas and highlighted global fellowship stories, reinforcing that communications are a shared responsibility. The report concluded with appreciation for committee members and an invitation for ongoing participation, emphasizing the continued purpose of supporting transparent, effective, and accessible communication across CMA.

## **Literature Committee**

The Literature Advisory Committee (LAC) report presented by Ross H. highlighted the breadth, care, and heart behind CMA's literature work, reaffirming its commitment to addict written content and outlining progress on major projects including the Daily Meditations book, new and upcoming story collections, expanded audio accessibility, and significant translation efforts. Delegates heard updates on newly released and nearly sold out books, ongoing pamphlet development, and strong calls from the fellowship for future literature addressing women's experiences, young people, parents, mental health, incarceration, sexuality, aging, and international voices, paired with a clear invitation for members to submit stories and serve. A substantial portion of the session focused on a motion to conference approve a revised version of the reading "Are You a Tweaker?", which prompted deep, respectful discussion about inclusivity, language, tradition, and impact; the revision ultimately passed with overwhelming support, survived a motion to reconsider, and is now the conference approved version. The session closed with open sharing on emerging needs such as accessibility, translation equity, AI boundaries, and harm reduction questions, alongside broad appreciation for LAC's thoughtful process and a renewed call for fellowship participation to ensure CMA literature continues to reflect the full diversity of recovery experiences.

## **International Committee and International Delegate Reports**

The International report presented by Aaron M. highlighted the vitality, diversity, and challenges of CMA fellowships around the world, with delegates from the UK, Canada, Brazil, and Australia sharing updates on steady growth, creative outreach, and rebuilding efforts, often under limited resources. Reports included expanding meetings and strong PI&O work in the UK, growing meeting density and successful conventions in Canada, rapid online growth and a first in-person event planned in Brazil, and significant rebuilding initiatives in Australia, including new literature, website investment, and multilingual meetings. The Chair reaffirmed the Work Group's purpose of supporting—rather than directing—international service structures, outlined a flexible, phased vision for fellowship development, and reviewed current projects such as updating international FAQs, welcoming new countries, launching an online international meeting, and planning toward a future international conference. Deeply moving shares from regions facing political or legal risk underscored the spiritual importance of this service, while discussion emphasized translation needs, global connection, and mutual support, with members encouraged to stay engaged, share resources, and help carry the message across borders.



## **Diversity, Equity and Inclusion Committee**

Michael C. and Brian W. presented an update on the Diversity, Equity, and Inclusion Advisory Committee, highlighting the committee's ongoing work to support historically marginalized groups within CMA while remaining aligned with the Traditions and Concepts. They reviewed survey findings showing the need for improved accessibility, including wheelchair access, ASL and captioning services, and Braille literature, as well as the importance of inclusive meeting practices to support women, straight members, LGBTQ+, neurodivergent, and immigrant participants. Recent efforts include workshops on neurodivergence, trans inclusion, identity-based harassment, and leadership from the margins, alongside guidance for meetings to clearly communicate who they welcome. Delegates shared examples of local impact, from increasing racial diversity in home groups to improving hearing access for hard-of-hearing members, and raised concerns about youth, social media presence, and interfaith and religious inclusivity. The committee emphasized that DEI work is ongoing, relies on practical tools and education rather than mandates, and continues to support local groups in creating spaces where all members can belong and fully participate in recovery.

## **Hospitals and Institutions Committee**

The Hospitals and Institutions Advisory Committee (H&I) report was presented by Chair Mike F., and provided an overview of CMA's ongoing efforts to reach crystal meth addicts with limited access to meetings, particularly those in jails, prisons, treatment centers, and other institutional settings. The committee's work was highlighted over the past year, including sending hundreds of CMA books to facilities, making literature available on jail and prison tablets, and expanding the Pen Pal Project to connect incarcerated individuals with CMA members on the outside. Updates to H&I resources were also discussed, including improvements to the H&I handbook, website, and the development of a stepwork-by-mail workbook designed for people who can only work the steps through correspondence, as well as a "How to Tell Your Story" pamphlet for new H&I speakers. The committee's ongoing collaborations with other advisory committees, efforts to expand Spanish-language materials, and plans to increase tablet access and digital content was emphasized. The chair noted the goal of having CMA literature physically present in at least one facility in every U.S. state by 2026, and stressed the importance of providing practical tools, clear guidance, and support for trusted servants working directly with facilities, which continues to be the committee's central purpose.

## **Public Information and Outreach Committee**

The Public Information and Outreach Advisory Committee (PI&O) presentation to the fellowship highlighted the multitude of ways that Crystal Meth Anonymous continues to carry the message far beyond the rooms of recovery. The work of this committee is rooted in the principle of Step Twelve (Service) and the guidance of Tradition Five reminding us of the primary purpose: "carrying the message to the addict who still suffers". The Chair of PI&O, Jason C., shared the purpose, vision, and mission statement of the committee before reviewing the progress that was made in 2025 from each of the workgroups. The CMA Helpline Chair provided a summary of statistics and put a call out to the fellowship for more volunteers to cover open shifts. The 'Professionals & Underserved' workgroup highlighted the geographic regions and industries where an introduction was made to CMA, and all the volunteers that have been working on the project this past year. Our collaborative workgroup between Communications and PI&O ("PICO") presented the GSC approved public service announcement and solicited volunteers to



continue the work of digital media as a contemporary means of reaching the struggling addict. The Fellowship Survey workgroup provided a summary of the results from the 2023 survey and announced that the next survey is being developed and prepared for release to the wider fellowship in 2026. Finally, the Tools & Resources Workgroup highlighted some of the completed projects from the past couple of years, and shared recently completed tools, such as the "How to Table an Event" brochure, the CMA bookmark, and the "Understanding CMA for Professionals" powerpoint presentation. The committee provided a listing of all accomplishments in 2025, along with outlining a road map for what they hope to achieve in the upcoming year - including expanded professional outreach, improved tools for connecting with professionals and those in active addiction, and continued collaboration with other advisory committees, reinforcing that even unseen PI&O efforts can open doors to recovery for addicts and families who may not yet know that help exists.

## **Executive Committee**

Jon M., Executive Committee Chair, presented a report on the Executive Committee, which looks after CMA's corporate and legal responsibilities, maintains foundational documents, and works closely with the General Service Committee to ensure spiritual and service continuity. Key highlights included revisions to the Conference Charter to reflect current practices—updating terminology from “World Services” to “General Services,” clarifying delegate terms and area assembly processes, and outlining the suggested Trustee nomination and election procedures—along with minor editorial updates for clarity. The Nominating Committee, chaired by Bill B., reviewed the process for selecting regional Trustees, emphasizing a transparent, multi-step approach that includes area nominations, regional assemblies, conversations with candidates, and final Board election. The Vision Workgroup's work on long-term fellowship planning was also presented, including equitable representation for online groups and the ongoing discussion about developing CMA-specific program literature, informed by other fellowships' experiences. Intellectual property updates were provided, noting trademark protections for CMA's name, logo, and publications. The session concluded with a motion to adopt the revised Conference Charter, which passed unanimously, reflecting careful collaboration across the fellowship, Executive Committee, Nominating Committee, and Board to honor tradition, transparency, and continued purpose in CMA's service structure. The revised Conference Charter was adopted as presented.

## **Conference Advisory Committee**

Paul C., Conference Committee Chair, presented the 2025 Conference report, highlighting the extensive behind-the-scenes work that made the Portland General Service Conference run smoothly, including hotel and catering coordination, A/V and hybrid support, registration, and volunteer management. He acknowledged the dedicated local Portland Host Committee and approximately 13 volunteers who supported on-site logistics, hospitality, and registration, emphasizing that the event would not have been possible without their efforts. The committee's structure was outlined, showing functional roles such as Chair, Co-Chair, Secretary, Registration, Merchandise, Tech/Zoom support, and liaisons to Finance, PI&O, H&I, DEI, and GSC leadership, with an emphasis on collaboration across teams. Paul previewed the 2026 conference in San Francisco, noting the venue, dates, included breakfasts, and the theme “Peace, Love, and Service,” while encouraging early planning and participation. He invited constructive feedback through post-conference surveys to improve future events and concluded by expressing gratitude to the Portland volunteers, host committee, national committee



members, and hotel staff for their service, reinforcing the continued purpose of supporting smooth, inclusive, and well-organized CMA conferences.

## Conference Minutes

### General Service Conference Assembly - Day One

8:33 a.m. - Assembly Convenes, called to order by Michelle S., GSC Chair and At Large Trustee (AZ)

#### Call to Order

The Chair convened the 2025 General Service Conference of Crystal Meth Anonymous at 8:33 a.m. with housekeeping announcements and a warm welcome to attendees. A moment of silence was observed for those unable to be present, followed by the Serenity Prayer.

#### Readings

A member read “The Twelve Traditions of Crystal Meth Anonymous.”

A member read “The Twelve Concepts for World Service.”

#### Quorum and Voting Registration

The Chair noted that not all voting registrations had been received. Members were reminded to complete electronic registration in order to establish quorum. The Parliamentarian clarified that official business could not be conducted until two-thirds of voting members were registered and present.

#### Announcements

Housekeeping information was provided, including scheduled breaks at 10:45 a.m., 12:30 p.m. (lunch), and 3:45 p.m.

#### Conference Procedures

The Parliamentarian provided an overview of conference procedures and parliamentary guidance:

- The parliamentarians serve as resources for all participants, offering clarification on process and procedure throughout the weekend.
- The conference cannot conduct official business until two-thirds of registered voting members are present.
- Each speaker may address the body for up to two minutes.
- No speaker may speak a second time on an item until all who wish to share have spoken.

Participants may line up or use the “raise hand” function (for online attendees) until discussion has ended, a motion to table has been made, or the question has been called.



## Voting and Motions

A simple majority (51%) vote constitutes an advisory recommendation to the Board.

A two-thirds vote (substantial unanimity) reflects group unity and compels the Board to take action on the conference's advisory recommendation.

A minority opinion is always invited following a vote; one member from the minority may address the body to express that viewpoint.

A motion to call the question ends discussion and moves directly to a vote; it requires a motion, a second, and a two-thirds vote. It is not debatable.

A motion to table may be made when discussion becomes divisive or stalled. It requires a motion, a second, and a simple majority to pass, deferring the matter to a later time.

Departing from the agenda requires a motion and a two-thirds vote, as determined by the Chair.

The Parliamentarian reminded members that these procedures are designed to ensure fairness, clarity, and spiritual unity in decision-making.

## Questions and Comments

No motions were made.

The Chair thanked participants and reminded attendees that the Parliamentarians are available throughout the conference for assistance with procedural matters.

## Quorum and Voting Registration

Emails were sent to voting members through ElectionRunner for credentialing.

A total of 49 registered voting members was confirmed as the number required to establish quorum.

## Overview of the Service Structure

### Rob B. Executive Committee Secretary

Rob B., Western Canada Regional Trustee opened by sharing his personal experience attending his first General Service Conference, where he discovered that CMA's world services are sustained by a small, dedicated group rather than a large hierarchy. He described being deeply moved by the humility and responsibility demonstrated by those serving the Fellowship worldwide.

He emphasized the spiritual truth that power in CMA is not authority but responsibility. There is no governing body; ultimate authority resides in the collective conscience of the Fellowship. The Board and Conference do not command but serve—performing day-to-day maintenance, administrative, and spiritual support on behalf of the groups.

Rob reviewed CMA's service structure as outlined in the Conference Charter and Concepts of Service.

The Groups hold ultimate authority. The Fellowship's structure exists to serve them, not the



reverse.

The General Service Conference expresses the conscience of the Fellowship as a spiritual body.

The Board of Trustees carries out the work of the Conference, acting as a legal and operational body.

Power flows upward, not downward. No one in CMA commands anyone else; service is rooted in humility.

The Executive Committee manages back-office functions such as legal, insurance, and copyright matters, while General Service Committees focus on spiritual and outreach work including H&I, literature, public information, and diversity.

Delegates are entrusted to make informed decisions at Conference, guided by their conscience and Higher Power, even if new information arises that shifts their group's prior direction.

He described the spiritual ecosystem of CMA as designed to prevent the abuse of power. The fellowship relies on principles such as the Right of Decision, Right of Participation, and Right of Appeal to balance authority and responsibility and ensure minority voices are heard.

Rob explained that the Conference Charter creates equilibrium between the Conference and the Board, keeping the Conference spiritual rather than legislative and protecting the Fellowship from ego, control, or personality influence—so that the addict who still suffers always comes first.

He concluded by describing CMA's structure as a spiritual ecosystem, not a hierarchy or corporation:

“Power begins with the addicts and the groups. Conscience rises through trusted servants. Wisdom is shaped at the Conference. Action is implemented by the Board. The Traditions protect unity, the Concepts protect balance, and the Charter protects direction.”

## Questions and Comments

- No questions were raised

## Treasurer's Report & Seventh Tradition Appeal

**Mark M., Board Treasurer and Mid-Atlantic Trustee (NY); Bruce W., Past Treasurer and At Large Trustee (NY)**

Mark M. presented the financial update for the fiscal year ending June 30, 2025 (FY25), providing a five-year overview of CMA's financial performance and outlining the current budget for FY26.

He began by expressing appreciation to Bruce W., who served as Treasurer until the previous month and developed the presentation materials.

The report was framed in the spirit of Concept Twelve, which reminds us that “sufficient operating funds and reserves be our prudent financial principle.” The Treasurer emphasized that CMA can only do what it can afford, and that all spending decisions must balance spiritual principles with financial responsibility.



## Post-COVID Financial Recovery

- FY21: Reflected the height of the pandemic, when reduced in-person meetings caused both revenues and expenses to fall sharply.
- FY21–FY23: Saw rapid financial recovery as travel, outreach, and service activity resumed. Revenues grew, though operating costs rose as well.
- FY23–FY25: Marked stabilization. Expenses peaked in FY24 due to committee spending and technology investment, then normalized in FY25.
- Overall, CMA has transitioned from limited operations to a stable post-COVID financial footing supported by strong revenue recovery and prudent expense management.

## Revenues and Expenses Overview (FY21–FY25)

Fiscal Year	Total Revenue	Total Expenses	Net Revenue Over Expenses
FY21	\$92,514	\$40,468	\$33,946
FY22	\$93,537	\$59,091	-\$98
FY23	\$110,643	\$72,423	\$6,577
FY24	\$107,999	\$77,635	-\$3,957
FY25	\$125,524	\$72,558	\$8,680

FY25 closed with a positive balance of \$8,680, which the Board allocated between the Prudent Reserve and travel reimbursements.

## Revenue Composition

- Primary sources: Chips, medallions, literature, merchandise, and Seventh Tradition contributions.
- Largest revenue driver: Chip sales (~\$42,000 annually).
- Medallions: Approximately \$10,000 annually.
- Merchandise: Roughly \$4,000–\$5,000 per year and continues to grow.
- Literature: Remains stable with sales spikes following new releases such as *Voices of the Fellowship: Our Recovery* and *Crystal Clear (Spanish Edition)*.
- Seventh Tradition:
  - Major regions responded strongly to last year’s call to action, increasing support.
  - FY25 introduced a new revenue category of individual contributions, totaling approximately \$2,000.
  - The Treasurer emphasized that these direct member donations were an encouraging sign of fellowship-wide engagement.
  - It was noted that the majority of revenue now comes from the CMA Store, with Seventh Tradition income as an important—but smaller—portion of total funding.



## Expense Trends

- FY24 cost spike: Driven by technology investments (including the CMA app), committee work, and legal/IP renewals.
- FY25 normalization: Expenses returned to approximately \$72,558, aligning with FY23 levels.
- Major expense categories for FY25 included:
  - Travel – \$26,614
  - Conference costs – \$16,390
  - Software & postage (app maintenance) – \$9,719
  - Committee requests – \$4,863
  - Additional categories: legal and professional fees, insurance, archival storage, web hosting, and transaction fees.

## Balance Sheet (as of June 30, 2025)

Category	Amount
Total Bank Accounts	\$112,679
Chip Inventory	\$41,042
Medallion Inventory	\$14,325
Prepaid Expenses	\$5,000
<b>Total Assets</b>	<b>\$173,047</b>
Total Liabilities	\$2,759
Retained Earnings	\$161,530
Net Income	\$8,758

The Treasurer highlighted that CMA's overall financial position is strong, with a solid asset base and sustainable operating model.

## Prudent Reserve

- CMA's target reserve remains 10–12 months of operating expenses.
- FY25 Reserve: \$61,054, representing 84% (10.1 months) of annual expenses.
- The Board made an additional \$1,943 contribution to the Prudent Reserve this year.
- CMA remains within its reserve goal and in a stronger position than many peer fellowships post-pandemic.



## FY26 Budget Overview

Projected Total Revenue: \$126,000 (modest increase).

Projected Net Revenue: \$82,000 after cost of goods sold.

Total Planned Expenses: \$73,000 (steady with FY25, well below FY24 peak).

Projected Surplus: Approximately \$9,000.

The FY26 budget maintains a conservative, sustainable posture focused on service, stewardship, and prudent financial management.

## Seventh Tradition Appeal – Presented by Bruce W.

Following the Treasurer’s report, Bruce W. addressed the Conference to reinforce the importance of Seventh Tradition giving.

He noted that last year’s financial appeal successfully increased contributions from several large regions but that smaller regions still need to strengthen participation. He encouraged delegates to:

- Share successful strategies between regions to increase awareness of the GSC’s service work.
- Remind members that individual contributions to the General Service Conference are welcome and vital to sustaining CMA’s global operations.
- Continue promoting donations through electronic payment options, including:
  - Venmo: @CMA-GSC
  - CashApp: \$cmagsc
  - Zelle: treasurer@cmagso.net
  - PayPal: paypal.me/cma1994
  - Online: [crystalmeth.org/contributions](https://crystalmeth.org/contributions)

Bruce expressed gratitude for the fellowship’s generosity and partnership, emphasizing that continued contributions enable CMA to reach the addict who still suffers.

The Treasurer concluded that CMA’s finances are:

- Strong, stable, and mission-driven.
- Disciplined and transparent, with spending aligned to service priorities.
- Sustainably positioned for growth in FY26 and beyond.

He closed with a reminder that spirituality and financial responsibility go hand in hand, quoting the presentation’s closing slide:

“Where spirituality and money coalesce, we must sometimes make difficult decisions about how to spend the Fellowship’s money best—but we continually ask ourselves how we can better reach the still-suffering addict.”

## Questions and Comments

No questions were raised.



# Finance Advisory Conference Committee Report

Odene T., Finance Advisory Committee Chair, Western Canada Regional Trustee,  
(Edmonton)

## Overview and Committee Scope

Odene T. shared a brief personal story about joining the Finance Advisory Committee (FAC) as a new delegate and discovering that finance service can be engaging and rewarding.

The purpose of the Finance Advisory Committee is to develop and implement policies and procedures in all matters concerning the finances of Crystal Meth Anonymous, including ways and means to generate funds necessary for the continued growth of the Fellowship in accordance with the Twelve Traditions and Twelve Concepts.

FAC carries out this purpose through activities such as:

- Drafting the annual budget and advising committee chairs during the budgeting process.
- Making recommendations on financial priorities.
- Offering guidance on:
  - Acquisition, management, and protection of assets.
  - Liabilities and required financial filings.
  - Timely collection of receivables and payment of invoices.
- Reviewing whether proposed expenditures:
  - Support the mission of CMA.
  - Comply with bylaws, applicable laws, and proper written authorization.
- Acting as a resource for CMA groups on financial matters, including leases and contracts.

Odene noted that a member has stepped forward to serve as a liaison between Finance and Literature, filling a long-standing need for closer coordination between those service areas.

## Finance Conference Committee Breakout – Topics

The 2025 Finance Conference Committee breakout addressed four main areas:

- 2026 Town Hall
- Delegate Feedback on Donations and Use of Funds
- Revenue Generation and Fundraising
- Future Planning and Goal Setting

Odene reported that the breakout was “very full,” with active delegate participation and minimal downtime.

### 2026 Town Hall

The Committee discussed whether there is an ongoing need for an FAC Town Hall each year and possible topics if it continues. Options included:



- Best practices for group and/or area treasurers (including basic treasurer “how-to” content).
- Issues collecting and distributing Seventh Tradition funds.
- A town hall focused on Seventh Tradition awareness and spiritual principles.

Odene asked the body to consider whether a Finance Town Hall remains spiritually useful to the Fellowship and to provide feedback to FAC.

### **Delegate Feedback – Use of Funds and Barriers to Giving**

Delegates were surveyed in advance about (1) what they believe GSC-level funds are used for and (2) what barriers they experience in donating. Responses were summarized as follows:

#### **Perceived uses for GSC-level funds:**

- Purchasing chips, medallions, and literature.
- Overhead and operational expenses (e.g., Zoom, SoundCloud, professional fees).
- Supporting an international service structure.
- Putting on the General Service Conference.
- Reimbursing travel expenses.
- Retreats and events.
- Contributions to the Prudent Reserve.
- A significant number of groups were unsure or left this question unanswered.

#### **Reported barriers to donating:**

- Low Seventh Tradition income at the group or district level, leaving little or nothing to pass on.
- Unclear understanding of how GSC-level funds are used.
- Perception that GSC is already large and well-funded.
- Lack of interest in donating to GSC-level service.
- A donation process that feels complicated or unclear.
- Uncertainty about who is responsible for making the donation (group, district, or area).
- Concerns about funding Trustee travel and the belief that the Conference need not be in person.

The chair noted that many of these barriers point to a communication gap about how money flows through CMA and how it supports carrying the message.

### **Revenue Generation and Fundraising**

The Committee reviewed existing and proposed revenue streams and asked whether it is inherently problematic that CMA currently functions as a merchandise-based fellowship (with most revenue coming from chips and other items) rather than primarily from Seventh Tradition contributions.

Key points from the discussion:

- Some other fellowships also receive more revenue from literature and materials than from direct Seventh Tradition contributions.
- The Committee is discerning whether a merch-based model is spiritually and practically sound, or whether it risks drifting from the spirit of self-support.



- Delegates highlighted the spiritual dimension of Seventh Tradition—the practice of contributing, not just the dollar amount, is part of humility and participation in group responsibility.
- Concerns were raised that over-reliance on products can be volatile (requiring constant new items) and may divert energy toward sales rather than directly toward the primary purpose.

#### **Ideas discussed for additional revenue and fundraising included:**

- Leather cover for the future meditation book.
- Keychains or holders for poker-chip style tokens.
- A unique CMA slogan or phrase for shirts or other merchandise.
- Metal water bottles/flasks (non-alcohol associated) with CMA branding.
- GSO-hosted specialty online meetings (e.g., speaker meetings or virtual beginners' meetings) with Seventh Tradition collections designated for GSO.
- Magnets and bumper stickers.
- A “Birthday Club” campaign encouraging members to donate an amount tied to their sobriety anniversaries.
- An annual gala or dinner auction with speakers and silent auction items as a formal fundraising event.
- Ongoing swag and merch workgroup meetings to develop additional items.

Odene emphasized that no idea is too small or too “out there,” and invited delegates and members to submit suggestions.

#### **Future Planning and Goal Setting**

The Committee discussed how to guide its work in the coming year, including:

- Developing an email acknowledgement of donations so individual and group contributors receive a simple “thank you” when they give.
- Finding a middle ground between being heavily dependent on merchandise and being supported by direct Seventh Tradition contributions.
- Communicating more clearly that money is a spiritual tool for action, not an end in itself.
- Continuing to gather ideas from the Fellowship about the financial direction of CMA and how to keep funds aligned with the primary purpose.

Members were invited to send ideas or questions regarding the Fellowship’s financial direction to the Chair at [odene.t@cmagso.net](mailto:odene.t@cmagso.net)

#### **New Merchandise and Workgroups**

Odene reported on new and upcoming merchandise, including:

- A new meeting “tackle box” starter kit containing a range of chips for new meetings.
- An eternity medallion for members who die clean and sober, designed with a pearlescent background and silver border, created in response to a member’s suggestion.

The Committee encouraged members with ideas for new merch or revenue-generating items to attend the Finance Advisory call and the swag/revenue generation workgroup or to reach out directly by email, [finance@cmagso.net](mailto:finance@cmagso.net). Call information and Zoom IDs were provided in the slides.



## Questions and Comments

- A Delegate asked whether the maximum annual individual contribution limit (previously \$3,500) had been increased. A Finance representative stated the amount has not changed in recent years and agreed to bring the suggestion—especially in light of inflation—to the Finance Advisory Committee for consideration.
- A Delegate asked about an “all-in-one” new meeting bundle (chips, basic literature, and a container). The Committee confirmed the kit is designed and priced and acknowledged that final steps (purchasing tackle boxes and assembling kits) still need to be completed.
- Several Delegates suggested telling clearer “stories of how money works” in CMA (e.g., how a book is financed; how literature and H&I distribution are funded) so members do not assume funds are used primarily for travel and conference costs.
- Multiple Delegates requested that the slide listing all available electronic donation methods be widely shared, noting that many members were seeing it for the first time and that the current online donation process feels tedious or unclear to some groups.
- Delegates from event-based regions suggested exploring fundraising conventions, galas, and auctions and encouraging independent roundups and conferences to consider contributing a portion of their proceeds to GSC-level service.
- Delegates from Regions with inconsistent digital donation practices asked for more guidance on implementing electronic contributions, especially as fewer members carry cash.
- Delegates from outside North America asked if FAC would be willing to consult with international areas on local financial issues; the Chair confirmed FAC is available and invited them to attend the monthly Finance Advisory call and coordinate times that work across time zones.
- A member suggested exploring low- or no-fee payment platforms tailored to nonprofits to reduce credit card processing costs, noting that other recovery events have saved substantial amounts this way.
- Several Delegates expressed strong support for continuing Finance Town Halls and other conference-level online events to keep the Fellowship connected to GSC work and to provide more exposure to donation options and financial education.

At the end of the combined Treasurer and Finance Committee sessions, it was reported that the fellowship had contributed approximately \$4,455 in individual donations during the presentation period.

## International Work Group Report

**Aaron M., International Work Group Chair, At Large Trustee (CO)**

### Regional Fellowship Updates

Aaron M. opened by inviting several international delegates and members to share brief reports on the state of their local fellowships.

#### **United Kingdom - Kevin S.**

A Delegate from the UK reported that the fellowship there is growing and active, with approximately 25 meetings (about half online and half in-person). In one city, three new meetings have started over the past four years, with record attendance and a diverse fellowship.



The UK has a very active Public Information & Outreach (PI&O) effort, including:

- Using AI tools to identify high-value locations for posters and mapping those sites in Google Maps so members can easily place flyers.
- Responding to increasing requests for information and literature from agencies, hospitals, and institutions.

The UK does not yet have a formal H&I structure, so PI&O has been filling that gap. A first H&I-style meeting with a hostel is scheduled. The delegate also reported challenges with members attending meetings but not consistently taking the Steps, limited willingness to stand for service, and some financial strain. Being present at the Conference was described as a significant positive milestone.

### **Canada - Odene T.**

Delegates from Canada reported that there are currently 49 CMA meetings nationwide, with growth particularly in Western Canada:

- Vancouver recently added two new meetings (up from a single meeting previously).
- Edmonton was described as one of the strongest local fellowships, with meetings every day of the week, including multiple meetings on some days and an average attendance of 20–30 members at many meetings.

H&I efforts in Canada include panels in detox centers and a treatment facility, and prior outreach into supportive housing where participation was limited but attempted in the spirit of carrying the message.

Canada hosts area conventions every other year, which have become an important source of Seventh Tradition revenue and have helped address local funding needs. The next convention is planned for June 12–14, 2026 in Calgary, Alberta.

The body was also informed that a delegate from the Manitoba area is attending the Conference for the first time, participating online.

### **Brazil - Roberto F. (CA)**

A member originally from Brazil shared that:

- The first CMA Brazil Zoom meeting was held on December 13, 2023, with four participants.
- There are now six meetings per week, with typical attendance of 20–25 people.
- On December 13, 2025, Brazil will hold its first in-person event in São Paulo, featuring a dinner, meeting, and fellowship time.

Members from multiple countries are expected to attend, and there is a long-term hope that Brazil will one day host a CMA international conference.

### **Australia - Peter S. (Australia)**

A member from Australia reported that the Australian fellowship is in a rebuilding phase:

- There are six in-person meetings and one online meeting in Sydney.



- Earlier this year, CMA Australia celebrated its 20-year anniversary, bringing together the original founders along with local rehabs and detoxes; this event led to a significant boost in meeting attendance afterward.

Current projects in Australia include:

- Development of a “Just for Today”—style book, currently in the literature process.
- A major decision to invest approximately \$4,000 to update the national website—the largest single financial outlay in that fellowship’s history.
- Hosting a weekly online Nepali-language meeting, anchored in Australia but intended eventually to transition to Kathmandu, with average attendance of 25–40 participants.

The member participates actively in the International Work Group and will keep the body updated on progress, including future availability of the new book to other regions.

## **Purpose and Vision of the International Work Group**

Aaron reviewed the purpose of the International Work Group as outlined in the presentation:

- To develop and support an international service structure for countries outside the North American Conference of Crystal Meth Anonymous.
- The model service structure is offered as a template and guide, not as a directive; fellowships are encouraged to adapt it to local conditions.
- The framework is designed so fellowships can grow into the structure over time while still having clear direction in the interim.

The Chair stressed that the goal is always to guide rather than govern, honoring CMA’s Traditions and Concepts.

## **Participation and Service Structure Phases**

The presentation described phases of international service development and current participants.

Regular participation in the Work Group currently includes:

Canada, the United Kingdom, Australia, Germany, South Africa, Nepal, and Russia.

Additional countries with emerging or intermittent contact include:

Iran, the Netherlands, New Zealand, Switzerland, the Philippines, Poland, Norway, Brazil, Austria, and Spain.

The Chair summarized a staged vision for service structure development:

- Current phase: Countries may have meetings and some informal coordination but limited service structure. Any international member attending the Conference is currently recognized as a voting delegate under past Conference actions.
- Transitional phase: Countries begin to develop more than one level of service—for example, intergroups or early districts—to better coordinate local service and representation.
- Secondary / Mature phases: Over time, fully formed service structures may emerge, including national or Regional service bodies and Trustees from these fellowships serving on the CMA Board.



Aaron emphasized that this model is aspirational and flexible, intended to help countries envision their own growth path.

## Current Projects

Drawing from the slides and discussion, the Chair outlined several active projects:

- **Update to International FAQs**
  - The original FAQ document for new international fellowships was created in 2022.
  - The Work Group is revising it to ensure that it remains relevant, accurate, and useful for newly forming groups worldwide.
  - The FAQ review is discussed as a standing agenda item at monthly meetings.
  - Anticipated completion: Early 2026.
- **International Work Group Welcome Letter**
  - A welcome letter approved at the last General Service Conference is now being sent to new international contacts.
  - The letter introduces the Work Group, explains available support, and invites participation in monthly meetings.
  - Once the FAQs are updated, they will be sent together with the welcome letter and International Service Structure Phases as a starter packet.
- **Online International Meeting**
  - The Slow Learners group in the UK has agreed to sponsor an online international CMA meeting, with support from the Australian fellowship.
  - The plan is to offer two meeting times per day to accommodate global time zones.
  - An Australian member is helping to spearhead this project.
- **International Conference / Convention**
  - Hosting an international CMA conference or convention remains an explicit goal.
  - Initial hopes to hold such an event earlier were postponed due to the need for stronger international representation and infrastructure.
  - The current estimate is 2–3 years out, likely as a virtual event with potential hybrid elements depending on location.
- **Committee Succession Plan**
  - The term for the current Chair concludes this year.
  - A trusted servant from outside the North American Conference has agreed to stand as the next Chair, which would make them the first international chair of the Work Group.
  - Elections are scheduled for December.
- **United Kingdom – Hosted Workshops**
  - In March 2025, the Chair led a workshop for the London fellowship on handling challenging behavior in CMA.



- In August 2025, the Chair also shared on the topic of service at another UK event.
- Both meetings were well attended, strengthened connections between the UK and the International Work Group, and furthered the goal of sharing experience, strength, and hope around group and service issues.

## International Work Group Membership and Meetings

The presentation listed current Work Group officers and members, noting broad participation from multiple continents, including trusted servants from North America, Canada, the UK, Europe, Africa, Asia, and Australia.

The Work Group:

- Meets on the second Saturday of each month at 4:00 a.m. Pacific / 7:00 a.m. Eastern to support participation from Europe, Africa, Asia, and Oceania.
- Invites members with international connections or language skills to join or attend, particularly those who can help with translation or communication.
- Can be contacted via email [aaron.m@cmagso.net](mailto:aaron.m@cmagso.net) for questions, referrals, or new international contacts.

## Experience from International Fellowships

Aaron shared several examples illustrating the reality of recovery in challenging environments:

- Members in Iran must practice extreme caution because addiction and recovery meetings can carry significant legal risk; the Work Group heard firsthand about safety concerns during one of its meetings.
- A member from Nepal joined a Work Group call just days after a political coup, describing both the local chaos and the continued commitment to CMA meetings there.

These shares were described as deeply moving and a powerful reminder of the spiritual importance of international service and the relative ease with which many members can access meetings in North America.

## Questions and Comments

During questions and comments, several themes emerged:

- A member asked in which languages the revised FAQs would be produced. The Chair responded that the initial version will be in English, with potential use of translation software and/or professional translation services afterward.
- A Communications Committee member reported increased Chinese-language traffic to the CMA website and asked about plans for Chinese translations. The Chair welcomed the information, noted that the Work Group often learns of new regions via other committees, and expressed openness to supporting outreach and translation efforts as those contacts emerge.
- A Delegate asked whether the Australian Just for Today–style book would be available to members in the United States. The Australian member responded that the intent is to make it available more widely and that updates will come through the International Work Group as the project progresses.



- Traveling members were encouraged to:
  - Visit CMA meetings abroad when traveling and, when possible, arrange in advance with the International Work Group to carry books and chips in luggage to help minimize international shipping costs.
  - Share experience from longer-term sobriety and service at international meetings when invited.

## **Communications Committee Report**

**James C., Communications Advisory Committee Chair, Southwest Regional Trustee (AZ)**

### **Purpose and Scope**

The Communications Advisory Committee exists to develop, deliver, and facilitate communication within the Fellowship of Crystal Meth Anonymous by:

- Providing information and soliciting participation and input from all areas of service.
- Managing the official CMA websites ([crystallmeth.org](http://crystallmeth.org) and [cmaservice.org](http://cmaservice.org)).
- Establishing recommended guidelines for communication throughout the Fellowship.
- Supporting transparency and collaboration between committees, members, and trusted servants.

### **Services Provided**

Communications oversees or supports:

- [crystallmeth.org](http://crystallmeth.org) (public website)
- [cmaservice.org](http://cmaservice.org) (service portal)
- Newsletter (“Seeds of Serenity”)
- Communications email system and mass mailings via Constant Contact
- Speaker recordings and SoundCloud library
- Delegate packet and conference report publication
- Meeting list and digital resource management
- CMA App
- Public Information & Outreach (PiCo) joint workgroup
- Web Group (formerly the Tech Work Group)

James acknowledged committee members Roberto, Dale, and Ross for their ongoing commitment to keeping communications running smoothly and maintaining consistent fellowship outreach.

### **Interactive Workshop: Speaker Recordings**

The committee structured this year’s presentation as an interactive workshop, responding to delegate feedback that previous sessions had been too lecture-based.

#### **Speaker Recording Workgroup**

Presented by **Brandon S. (TX)**, Chair of the Speaker Recording Workgroup.



Brandon shared that the Speaker Recording Workgroup reviews submissions for SoundCloud and curates speaker shares that carry the message of recovery to addicts who may not have access to meetings — especially those awake late at night or isolated geographically.

### **Guidelines for Speaker Recordings**

- Limited to one submission per person per year (except special events).
- Recordings must carry the CMA message and respect the Traditions.
- Must reflect the diversity of the fellowship without alienating any demographic or region.
- May not glorify drug use, sex, criminal activity, or contain excessive profanity.
- Should run 15–60 minutes and be of clear listening quality.
- Must come from a CMA meeting or recovery event and include a signed waiver.

### **Workshop Exercise**

Delegates participated in a live workshop simulating the recording review process by identifying themes from recent speaker shares.

#### **Themes from Thursday’s speaker, Olivia:**

- Trauma
- Family and alienation
- Exploring sexual identity
- Resilience
- Stigma

#### **Themes from Friday’s speaker, David:**

- Isolation
- Internal shame
- Struggles with a Higher Power
- Relapse and return to recovery
- Internalized homophobia

Brandon noted that this exercise mirrors how submissions are reviewed and encouraged delegates to join the workgroup. Members can volunteer by listening to recordings, submitting feedback on themes, and indicating whether they approve for posting.

He reminded attendees that the review process is collective, with final decisions made by the Communications Committee to ensure spiritual and editorial integrity.

Brandon closed by emphasizing that “our stories — once our greatest liability — become our greatest asset in recovery,” inspiring others to share and serve through this work.

### **Recognition and Transition: CMA Webmaster**

The Chair then recognized **Pete S. (CA)**, who is retiring after nearly 30 years of service maintaining and developing CMA’s websites.

Pete shared reflections on the early days of CMA web service beginning in 2005 and acknowledged key collaborators over the years, including Jimmie C., the registrar and meeting list manager and Gina B., who helped build and maintain the CMA Service site. Pete also highlighted his continued involvement in Code for Recovery, the organization that created and



supports the online meeting listings for multiple 12-Step fellowships, including CMA. He noted that the product enables functions like worldwide group location's geocoding plus online donations via Venmo, Square Cash, PayPal, and Homegroup Online — underscoring the importance of inter-fellowship cooperation in the digital space.

## CMA Web Group (Formerly Tech Work Group)

Following Pete's remarks, **Bach P. (PA)** presented the Web Group update.

Bach explained that the Web Group focuses on content over technology, ensuring accessibility and ease of use for members and service committees.

He noted that the rebranding from “Tech Group” to “Web Group” was intentional — to reduce the intimidation factor and invite members of all skill levels to participate.

- The group meets twice monthly, on the first and third Sunday at 4:00 p.m. Eastern / 1:00 p.m. Pacific.
- Volunteers receive full training and can contribute to content management and web updates.
- The committee's strength lies in collaboration with other committees, not in technical expertise alone.

## Website Feedback Session

As part of the interactive format, delegates were invited to share two-minute feedback on the CMA websites, [cmaservice.org](https://cmaservice.org) and [crystalmeth.org](https://crystalmeth.org). Comments included:

- Navigation: Several delegates found the CMA Service site difficult to navigate, especially for new visitors.
  - Suggestions included adding direct menu links for committee pages, simplifying how to register a meeting, and improving access to helpline volunteer information.
- Search Functionality: Members reported limited success when using the search bar for basic queries like “start a meeting.”
- Ease of Access: Some requested more intuitive links between the public and service sites, noting that members often feel frustrated or confused about where to go.
- Time Zones: International delegates praised automatic meeting-time conversions but suggested also showing each meeting's local time zone to avoid confusion for travelers.
- Consistency and Redundancy: Delegates observed duplicate pages (especially in H&I and literature sections) and suggested consolidating similar content.
- Resource Visibility: Requests were made for a central resource library or index containing materials from all committees, with timestamps or review dates for version control.
- Design and UX: Recommendations included clearer buttons for merchandise, simpler menu structures, and more direct access to SoundCloud and newsletter content.
- Mobile experience: Delegates noted inconsistent layout between desktop and mobile versions and encouraged uniform access paths for literature and committee pages.



The Web Group committed to incorporating the feedback into upcoming redesign efforts and emphasized that each advisory committee is responsible for keeping its own content current and accurate, in partnership with Communications.

## Newsletter Workshop – “Seeds of Serenity”

The presentation concluded with an interactive session about the CMA Newsletter, “Seeds of Serenity” (SOS), facilitated by **Roberto F.**

Participants were encouraged to:

- Visit [crystalmeth.org/newsletter](http://crystalmeth.org/newsletter) to view and subscribe.
- Note that “Seeds of Serenity” publishes multiple times per year and highlights fellowship stories, events, and service experiences.
- The current issue focuses on “CMA Around the World,” featuring stories from Portugal, South Africa, Australia, and Brazil.

Delegates were asked to brainstorm ideas for future newsletter content during lunch and submit them afterward to: [newsletter@cmagso.net](mailto:newsletter@cmagso.net).

James closed the session by thanking attendees for their enthusiasm and collaboration, reminding them that “the newsletter isn’t our newsletter—it’s yours.”

The Chair thanked all committee members for their service, invited new participants to join the Communications Advisory Committee or Web Group, and reiterated that communications belong to the Fellowship as a whole.

## CMA Mobile App Presentation

**Bruce M., App Workgroup**

### Background

Bruce opened the presentation by thanking the fellowship and humorously noting his position “between you and lunch.” He provided a frank and transparent update on the status of the CMA mobile app, describing the journey from its initial concept to current redevelopment.

The CMA App originated after the Miami/Fort Lauderdale Conference, when the fellowship expressed a desire for a mobile tool to support connection and recovery. A successful fundraiser made development possible, and a contractor was hired. After 18 months of work, that developer went out of business.

A new developer was engaged to complete the existing partially built app, and though they successfully launched it for iOS and Android, Bruce acknowledged:

“Quite honestly, the app sucks... Picking up someone else’s half-built project is one of the hardest things a developer can do.”

Despite its challenges, the app provided a proof of concept and valuable lessons for the next phase.



## Current App Performance

- 380+ downloads to date.
- 23 active weekly users (users who log in more than once per week).
- High initial interest with 120 volunteer beta testers.
- Limited engagement due to functionality and outdated infrastructure.

## Decision to Rebuild

The current developer—a reputable firm with a strong track record—recommended rebuilding the app from scratch using modern technology rather than continuing to patch the outdated framework.

They proposed to rebuild the entire app at no additional cost beyond the existing annual service contract.

Bruce emphasized that this represents significant value to the fellowship:

“They’ll rebuild it and start us over—at no incremental cost. That’s a pretty good deal.”

## New App Vision: “Designing a More Supportive Digital Journey”

(Based on the feature deck from October 2025)

The updated CMA App will focus on ease of use, emotional safety, and connection.

- Modernized Onboarding Experience
  - Calming neutral design and welcoming tone.
  - Simple, humanized onboarding flow with clear calls to action.
  - Supportive first impression for members starting their recovery journey.
- Frictionless Login Experience
  - Eliminates email-based codes.
  - Secure, text-based (OTP) login via Amazon Web Services, functional in all countries.
  - Faster access and minimal user input required.
- Interactive Profile Setup
  - Step-by-step guided experience.
  - Includes avatars, sobriety date input, and progress tracking.
  - Motivational, personal, and easy to navigate.
- Redesigned Home Dashboard
  - Personalized greetings and sobriety milestone tracking.
  - Displays nearby meetings and events based on user location.
  - Inspirational quotes, updates, and simplified navigation.
- Modern Circles Interface



- Private, encrypted communication groups (“Circles”) designed to replace reliance on WhatsApp and other external apps.
- Allows text, photos, and group creation via QR codes or invite links.
- Unified layout with tabs for “All Circles” and “My Circles.”
- Updated Meeting Finder
  - Automatic synchronization with the [crystallmeth.org](http://crystallmeth.org) meeting list.
  - Weekly updates and real-time timezone conversion.
  - Enhanced search, filtering, and layout consistency.
- Speaker & Resources
  - Modernized interface for SoundCloud speaker shares and recovery literature.
  - Streamlined access to helpline, website, and store.
  - Integrated audio playback and clean media-card design.

### Pricing and Funding Philosophy

Bruce explained that the App Committee plans to eliminate paywalls and shift to a voluntary contribution model.

“We don’t have to make the app cost money for newcomers. We just need to build it right and let people contribute if they want to.”

He noted that CMA members had already raised \$4,500 in donations that morning—demonstrating the fellowship’s willingness to support projects that serve its mission.

### Questions and Comments

- YouTube Integration: Delegates suggested hosting speaker recordings on YouTube for broader reach and potential monetization.
- Daily Spiritual Checklist: Proposal for a simple in-app recovery tracker or reminder system.
- Login Compatibility: Ensure text verification works with alternative numbers (e.g., Google Voice or TextNow).
- Leap Year Bug: The sobriety counter currently omits two days; Bruce promised to fix it.
- Automatic Donations: Suggestion for monthly contribution tiers (“set it and forget it”).
- Sponsee Gifting: Option for members to gift premium access to sponsees.
- Safety & Terms of Service: Concerns raised about protecting minors and ensuring moderation policies. Bruce agreed this must be addressed as pricing models change.
- Financial Oversight: Delegates urged clear success metrics and go/no-go criteria to prevent indefinite investment if the rebuild fails.
- Source Code Ownership: Confirmed that CMA retains source code access to ensure long-term control.
- Delegates praised the idea of private Circles, improved meeting integration, and the overall rebuild approach.
- Some raised caution about the cost-benefit ratio and ongoing maintenance.
- One Delegate commended Bruce’s transparency, stating, “Even though I said I didn’t want another app, I trust Bruce. I want to see what we can do with another year.”



## Next Steps

- The CMA Board of Trustees will evaluate and vote on the app rebuild proposal.
- The App Work Group will incorporate feedback and define measurable success criteria for the new version.
- Competitive analysis with other recovery apps will be conducted to inform feature design.

Bruce closed with appreciation for the fellowship’s feedback, humor, and support:

“I love CMA. I love being of service. You guys are amazing. We’ll take your feedback to the next step—if the board so decides.”

No motions were made under this item.

## Conference Adjourns for Lunch 12:30 p.m.

## Conference Re-convenes at 2:12 p.m.

## Quorum count

## Diversity, Equity, and Inclusion (DEI) Committee Report

Michael C., DEI Chair (NY); Brian W., DEI Co-Chair, Mid-South Trustee (NC)

### Committee Overview

- The DEI Advisory Committee meets 3rd Mondays at 6 p.m. Pacific / 9 p.m. Eastern.
- The mission is to engage the fellowship widely on issues related to diversity, equity, inclusion, and belonging (DEIB).
- The committee listens, seeks participation and input, and produces resources supporting historically marginalized groups while remaining aligned with the Traditions and Concepts of CMA.

Members attending were recognized, and appreciation was expressed to all who have participated in monthly meetings.

### Breakout Session Summary

Morning and afternoon breakout segments included:

- Introductions and deep check-ins emphasizing personal history, service experience, and cultural background.
- Review of the DEI mission statement, definitions of diversity (acceptance), equity (action), inclusion (outreach), and belonging (fellowship).
- Historical context of DEI in CMA, including the “Chicago Question,” Town Hall, creation of an At Large Trustee position for DEI, and formation of the committee itself.

### Fellowship Survey Findings

Delegates reviewed responses from the DEI section of the delegate packet.



## Accessibility

- Some meeting locations remain inaccessible to wheelchair users.
- Requests were noted for ASL interpretation, captioning, and transcription for deaf or hard-of-hearing participants.
- Members desire more physically accessible spaces (elevators/chair lifts).

## Inclusivity Awareness

- Groups are often demographically homogenous, which can discourage participation.
- Suggested actions: develop an accessibility pamphlet, support accommodations, and encourage meetings to list ASL availability where possible.

## Representation

- Most areas value DEI discussions as helpful to recovery.
- Ongoing gaps identified among women, people of color, and straight men; LGBTQ+ focus remains strong but not universal.
- Regional challenges noted, including lower LGBTQIA+ representation in some areas.
- Broad interest in continued learning, improved outreach, and new resources.

## Suggested Future Topics

- Aging, neurodivergence, disability access, and immigrant experiences.
- Inclusion of women and straight people through relevant literature.
- Braille, ASL, and blind/deaf resources.
- Intersectional conversations addressing race, gender, ability, religion, and mental health.
- Expanding outreach to under-represented regions.

## 2025 Goals Review

- Is DEI an Outside Issue? — Resource created clarifying that DEI aligns with the Traditions and is not an outside issue.
- Creating a DEI Survey — Guidance for areas on designing accessible surveys.
- Welcoming All Minds: Understanding Neurodivergence in CMA — Accessibility workshop focusing on neurodivergent experiences.
- Service Keeps Us All Sober: Stories of Leadership from the Margins — Upcoming workshop highlighting leaders from historically marginalized groups.

Attendance across all workshops continues to grow year over year.

## 2026 Goals and Workshops

After discussion and vote during the breakout, the committee set the following direction:

### Primary Goals

- Trans Inclusion in CMA
- How to Address Identity-Based Harassment
- DEI 101 Resource, incorporating:
  - Classism / Socio-economic barriers
  - Ageism



- Anti-Semitism

## Annual Workshops to Continue

- Accessibility (topic rotates annually)
- Service (“Service Keeps Us All Sober”)
- Trans Inclusion in CMA
- Identity-Based Harassment
- DEI 101 Resource launch

**Next Workshop:** *Service Keeps Us All Sober – Stories of Leadership from the Margins*

**Date:** Sunday, December 14 at 3 p.m. ET / 12 p.m. PT

## Delegate Feedback and Open Sharing

During open sharing, multiple delegates and visitors offered experience, concerns, and suggestions related to DEI and belonging in CMA. Key themes and examples included:

- Local change when conversations start
  - A Delegate from Dallas shared that when DEI conversations began two years ago, about 5% of their home group were people of color; today, it’s closer to 30–40%, which they attribute directly to being willing to talk about diversity and inclusion.
  - They emphasized that this change did not happen by accident, but through open conversation and intentional welcoming.
- Website & Meeting-List descriptions
  - The same Delegate noted that their group is LGBTQ-focused but open to all, and current meeting-list tags don’t fully capture “LGBTQ-focused *and* welcoming to everyone.”
  - They suggested improving the meeting listing system to allow nuanced descriptions (e.g., “LGBTQ-affirming and open to all”).
- Registrar clarified:
  - There *is* space in the meeting form description and notes fields to indicate things like, “LGBTQ-affirming; all welcome.”
  - When a group checks “trans,” “POC,” etc., registrar often follows up to confirm whether the meeting is exclusive (identity-based) or simply welcoming to that group.
- The DEI committee encouraged groups to:
  - Remove identity tags if the meeting is *not* actually identity-based, and
  - Use the description field to clearly state who the meeting is *for*, and that others are welcome.
- Neurodivergence & behavioral expectations
  - A delegate from Phoenix shared that the neurodivergence workshop reshaped how they view behavior such as members on their phones:





- A Delegate from Brighton (UK) shared that all three local meetings:
  - Begin with an optional pronoun round, which many trans and non-binary members describe as feeling like a “warm hug”.
  - They have seen a significant increase in non-binary and trans attendance as a result.
- Race & Belonging
  - A social worker delegate from Texas said:
    - DEI can feel “heavier” than some other committees, but the depth of check-ins created real vulnerability and connection.
    - They have never been in a CMA meeting where their own identity wasn’t represented, and noted that is not true for many others.
    - They shared a suggestion from a friend:
      - If you think your group has no DEI issues, watch how many people greet a white newcomer vs. a newcomer of color.
  - A Delegate from Chicago reported their home group reads a meeting inclusion statement that explicitly discourages comments on people’s race, body size, origin, etc., noting that such comments “cloud the message of recovery.” They recommended other groups adopt similar statements.
- Straight Members’ Sense of Belonging
  - A Delegate from the Western U.S. shared:
    - Many straight people he meets in western cities assume CMA is not for them and instead go to AA or NA.
    - He personally has not felt fully like he belongs at GSC as a straight man, despite years of service.
    - He continues to attend and serve because of his commitment to the newcomer, but asked the body to seriously consider how to make space where straight members also feel at home.
- Youth & “Young Meth” Addicts
  - A Delegate from Utah noted:
    - Utah has a significant “troubled youth” treatment industry, and many teens do use meth.
    - These young addicts typically end up in young people’s AA, because CMA is not seen as a place for teens and there’s no clear path for them into CMA meetings.
    - DEI and H&I were encouraged to think about how CMA might better serve youth addicted to meth while respecting age/safety concerns.
- Social Media & Tradition Questions
  - A Delegate from Las Vegas raised an issue about CMA’s absence on social media:
    - Other fellowships (e.g., NA World Services) have significant social media followings.
    - They argued that total absence from platforms may itself conflict with Traditions 1, 3, and 5 by limiting our ability to:



- attract those who live primarily online,
    - let people “just look” before they’re ready to attend a meeting,
    - and carry the message broadly to those who have a desire to stop using but would only find us digitally.
  - They suggested social media strategy be viewed as a DEI and access issue, not only an anonymity concern.
- Antisemitism, Islamophobia, and Interfaith Concerns
  - A Delegate from Chicago noted:
    - The brainstorm list for DEI 101 included “antisemitism” but not “Islamophobia,” which could create unintended hierarchy of concern.
    - They suggested explicitly including Islamophobia and broader religious bias in future resources to avoid privileging one form of discrimination over another.
- Treatment Access & Identity
  - A Delegate from Philadelphia shared:
    - Their sponsee, a Black trans woman, was housed in a men’s treatment center and denied access to a women’s facility, despite her identity.
    - They emphasized that DEI tools and tradition-based guidance help them carry the message in a way that meets people where they are, especially when systems outside CMA are discriminatory.
- International & Mixed-Context Issues
  - A Delegate from Hawaii reported:
    - Their meetings are majority people of color, LGBTQ+, and women/children, and are not labeled as “POC meetings” despite the demographics.
    - They faced conflict when a gay speaker’s graphic share clashed with parents’ concerns about toddlers present at a speaker meeting.
    - They thanked DEI for providing tools, not directives, which allowed their local group to craft a diversity statement and group response that fit their unique community.
- General Appreciation & Growth
  - Multiple Delegates expressed:
    - Gratitude that DEI offers resources and process, rather than attempting to “police” groups.
    - Recognition that no one “arrives” at perfect DEI; it’s ongoing spiritual work tied to our primary purpose.
    - Personal growth from participating in DEI workshops, including:
      - Making amends for misspeaking,
      - Rethinking how they sponsor and chair meetings,
      - And re-centering the newcomer who may not look like us.
- Appreciation expressed for the fellowship’s continued engagement and for delegates who shared personal experiences.



- The chairs announced that 2026 will be their final year in leadership and encouraged participation to ensure continuity.
- Attendees were invited to rise for a service commitment and to join monthly meetings at [dei@cmagso.net](mailto:dei@cmagso.net).

**Session break at 3:30 p.m.**

**Session resumes 4:00 p.m.**

## Literature Committee Report

Ross H., Literature Advisory Committee Chair, Mid-Atlantic Trustee (NY)

The Literature Advisory Committee (LAC) presented its annual report, shared the status of current and future projects, and then brought a motion regarding revisions to the reading “Are You a Tweaker?” for conference approval. The session included extensive delegate feedback, a minority report, a motion to reconsider, and a broad open sharing period on literature needs.

### Overview of the LAC & Available Literature

Ross opened with an introduction to the LAC and its members, noting the committee’s ongoing commitment to literature “written by addicts for addicts” and emphasizing that LAC does not use AI to generate written content.

#### Literature currently available:

- Books
  - *Crystal Clear: Stories of Hope* – English and *Historias de Esperanza* (Spanish).
  - *Our Recovery* (2021) – sometimes informally called “the big book” in some local fellowships (e.g., Provincetown), but clarified that it is *not* “the” big book; it is CMA’s own text.
  - *A Sober Cell* – stories focusing on recovery in incarceration settings.
    - Update: Spanish translation is complete and currently being reviewed by the San Jose Spanish-speaking fellowship (approximately three-quarters through). Publication is hoped for by end of the year.
  - New Book: *Our Families*
    - Purple-covered volume of 12 stories about the impact of addiction on “family,” broadly defined (biological, chosen, and other forms of family).
    - Stories are diverse both in who is writing and what kinds of family experiences are represented.
    - Special acknowledgement given to everyone involved, and the entire LAC for taking this from concept to finished book on a relatively short timeline.
    - Copies nearly sold out at the conference.
- Pamphlets
  - Existing CMA pamphlets were reviewed, including Group Treasurer, which was recently revised with LAC assistance.
  - DEI pamphlet – completed in collaboration with the DEI Advisory Committee; currently awaiting final conference/GSC steps (mentioned by both committees).
  - In progress: *Atheists and Agnostics in Recovery* pamphlet.



- An initial volunteer who had been leading this project had to step down; LAC is actively seeking a new point person to shepherd this pamphlet forward.
- Meeting & Online Resources
  - Readings, pamphlets, and other materials in English and multiple other languages are available on the website.
  - CMA Stories / “blog-style” compilations: LAC frequently posts story collections and meditations to “tease” upcoming books and projects.
  - LAC tries to update:
    - Story collections
    - Meditations
    - Links to speaker recordings (coordinated with Communications).

### Major Literature Projects in Progress:

- Daily Meditations Book
  - The Daily Meditations Project remains one of the largest undertakings in LAC history.
  - Scope & Intent
    - 366 meditations (to cover leap years).
    - Each meditation must be:
      - Written by a human addict in recovery (no AI-generated meditations).
      - Spiritually and emotionally grounding, practical, and relatable.
  - Status
    - Over 450 submissions received.
    - LAC completed a third round of editing.
    - Currently:
      - 310 meditations are fully edited and ready for copy edit.
      - About 55–56 additional meditations are still needed to complete the full calendar.
      - During the conference breakout session, participants collectively wrote five new meditations, which will be folded into the pool.
    - Timeline Goal
      - Aim to have all 366 meditations written by January 1, 2026.
      - Target: produce a draft manuscript for review by the end of 2026.
  - Ross reiterated: this project is intentionally slow and careful, to protect the spiritual integrity of the text.
- Sex & Sobriety and Other Book / Story Projects
 

LAC is actively curating story collections for multiple thematic books:

  - Sex & Sobriety
    - Focus: how members in recovery are developing new, healthier associations with sex, intimacy, and connection after crystal meth addiction.
    - Status: About 5 stories have full LAC approval, with others “in the wings.”



- More stories are needed and actively requested from the fellowship.
  - Other Projects in Various Stages
    - Mental Health & Sobriety – stories already collected; editing needed.
    - A Step at a Time – step-focused personal stories.
    - Prison and Legal Issues – stories of addiction, incarceration, and legal consequences.
      - There is discussion of a possible second edition of *A Sober Cell* incorporating these stories.
    - Service of the Heart – service-focused stories; several have already been used in the CMA newsletter.
    - Ross underscored a recurring theme: the ideas are plentiful; the limitation is human time and capacity to edit. More volunteers are actively invited to serve.
- Audio Recordings & Use of AI (for Audio Only)
  - Current Status
    - Under the leadership of a fellow (before he stepped down for health reasons), LAC launched an audio initiative.
    - Several readings on the CMA site now have:
      - A downloadable PDF.
      - An audio recording using the voices of CMA members.
      - These can be played at meetings instead of having someone read live.
  - Future Audio Goals
    - Audio versions of:
      - Pamphlets.
      - Books.
      - Materials in other languages.
      - Eventually: video formats.
  - AI Policy Clarification
    - Written literature (stories, meditations, books, pamphlets) will not be AI-written.
    - For audio, the committee is exploring AI voice-cloning tools using actual CMA members' voices to generate consistent, accessible audio recordings.
    - Emphasis: this is about accessibility and distribution, not about replacing human stories or authorship.
- Language Translation Work
  - LAC reported significant progress on translations:
    - Readings
      - Full suite of readings now available in:
        - German
        - Spanish
        - Russian
        - French
        - Portuguese (newly completed, thanks to Roberto).



- Books
      - *A Sober Cell* – Spanish translation completed and under review (San Jose Spanish-speaking fellowship).
      - *12 Steps for Crystal Meth Addicts* – see below; Spanish translation is completed and layout done, currently in final review.
    - Need for a “Translation Czar”
      - LAC is seeking a dedicated Translation Chair / Czar to coordinate:
        - New translation requests.
        - Quality control.
        - Communication between language groups and LAC/GSC.
        - This is a high-priority service role, as demand for multi-language materials continues to grow.
  - 12 Steps for Crystal Meth Addicts

The book *12 Steps for Crystal Meth Addicts* (sometimes called “the little black book,” though technically it’s a deep blue cover) was:

- Written and developed by NYCMA Intergroup.
    - Approved for publication by NYCMA in August 2023.
    - Officially published September 2023.
  - Distribution & Usage
    - Over 7,500 copies sold.
    - Free PDF available on [nycma.org](http://nycma.org), downloaded over 4,000 times.
    - Many local fellowships now use it:
      - In step-study meetings.
      - As sponsor/sponsee working text.
    - NYCMA has donated copies through H&I, sending books to people in prisons or facilities upon request.
  - Spanish Translation
    - Completed and laid out by a member.
    - Under final review, with publication planned for 2026.
    - Like the English PDF, it is intended to be made available for free to the entire fellowship.
  - Copyright & CMA
    - NYCMA Intergroup unanimously approved transferring copyright to CMA (GSC).
    - LAC and the Board have begun detailed discussions on:
      - How to adopt this text as an official CMA conference-approved book.
      - How to integrate future editions (which will include the Traditions) under the GSC structure.
    - All parties expressed commitment that “this is going to happen”; the remaining questions are about mechanics and timing, not intent.
- The Twelve Traditions Draft

A third draft of the *Twelve Traditions* text for CMA is available for review on [nycma.org](http://nycma.org).

- Delegates were asked:
  - How many had downloaded it?



- How many had provided feedback.
  - The LAC encouraged more feedback, especially from areas that are using the text, so it can be refined before being added as part of a future second edition of *12 Steps for Crystal Meth Addicts*.

## Ideas from the LAC Breakout & Delegate Feedback

During the LAC breakout session, a lively group generated a long list of ideas and needs from the fellowship. Key requested projects:

- Strongly Requested Future Literature
  - Book of Women's Stories
    - Repeatedly named as a high priority.
    - Many women in multiple areas requested literature that centers their experiences specifically.
  - Young People in CMA
    - Pamphlet or book focused on young people's experiences.
    - Multiple delegates and online responses highlighted increasing numbers of younger members and the need to speak directly to them.
  - Tenth Step / "Living the Program" Pamphlet
    - A resource focusing on the Tenth Step, daily maintenance, and promises.
  - Compilation Pamphlet / "Mini-Book"
    - Idea of combining multiple pamphlets or core messages into a single small bound volume.
  - Atheists & Agnostics in Recovery
    - Reinforced as a priority (already in progress).
    - Additional suggestion: pamphlet for religious members, addressing how faith traditions and CMA recovery can co-exist.
  - International Stories
    - Stories from members in other countries, outside the U.S.
    - Some suggested this might be a rotating feature for the newsletter or a blog.
  - Different Paths to Recovery
    - Literature exploring various ways people "work the program" while remaining within CMA's spiritual principles.
  - Tenth Tradition Pamphlet
    - To address "outside issues" concerns and help groups understand how to apply Tradition Ten.
  - Aging in Recovery
    - Stories and guidance for members who are older, long-timers, or aging in sobriety.
- Themes from Delegate Feedback Forms

From the delegate packets and area feedback, LAC distilled additional themes that "the fellowship wants":

- Young People in CMA (again, strong).
- Parents Regaining Children
- Recovery in Sober Living Environments



- Mental Health & Sobriety / Dual Diagnosis
- Dealing with Emotions
- Relapse and Recovery
- DEI Inclusivity Statements
  - Note: LAC highlighted that there are already DEI inclusivity statements available in the DEI section of the website which can be adopted into local scripts.
- More LGBTQ-Specific Literature
- Adoption of 12 Steps for Crystal Meth Addicts and completion of the Traditions.
- How to Have Fun in Sobriety
- Trans Experiences & Trans Youth
- Sex and Intimacy (Post-Addiction) – currently being addressed by the Sex & Sobriety project.
- Incarceration & Re-entry – reinforcing the need for Sober Cell expansions and related material.
- More Stories for the Straight Community
- Promises-Focused Literature (e.g., a Tenth Step Promises pamphlet).
- More Spanish & Other Language Translations
- Stories of People with Disabilities
- Parent- and Mother-Specific Literature
- Straight Men-Specific & BIPOC-Specific Literature
- “California Sober” / Harm Reduction – raised by at least one fellowship (this was later discussed at the mic).
- HIV-related Stories

LAC’s consistent response: “We want this too – we need your stories.”

Ross emphasized the core call to action:

“If you are in any of these groups, or know people who are, **please write your story** and send it to LAC. The main bottleneck in diversifying our literature is not interest, but submissions.”

## Motion: Revised “Are You a Tweaker?” Reading

Motion & Second

- **Motion: Jeremy O. (NV), moved to:**  
 “Approve the revised version of *Are You a Tweaker?* to replace the current conference-approved version.”
- **Second: Shane M, Delegate from Washington, D.C.**
- **Motion amended: Jeremy O. (NV):**
- “I’d like to make a motion to Conference Approve the revised 2023 version of *Are You a Tweaker?* and to replace and remove the original 2013 version.”
- **Second: Shane M, Delegate from Washington, D.C.**

Both the original and revised versions had been:

- Available on the website in interim approval status for two years.
- Included in delegate packets for review with the clear indication that both changes were part of one proposed revision.



## Summary of Proposed Changes

- Add “their kids” to the sixth paragraph:
  - Old: “Maybe we saw a friend go to jail, or lose their apartment, their job, or lose the trust of their family, or die, but our clouded minds wouldn’t admit we were next....”
  - New: “Maybe we saw a friend go to jail, or lose their apartment, their job, their kids or lose the trust of their family, or die, but our clouded minds wouldn’t admit we were next....”
- **Remove** the phrase “Speed was our master” from the second paragraph:
  - Old: “Yes, speed was our master, and no, we couldn’t fix the problem by ourselves...”
  - New: “Yes, we had a problem with speed, and no, we couldn’t fix the problem by ourselves; we had to admit defeat to win.”

LAC and GSC had both unanimously approved the revised version for interim approval, and were now asking the Conference to grant full conference approval and retire the original version from the website.

Ross clarified:

- Conference approval = highest level of approval by the full GSC.
- Interim approval = approval by GSC/Board/committee, used while literature is being tested/reviewed by the fellowship.
- Each group remains autonomous and may use non–conference–approved readings if they choose, provided they are not in conflict with CMA principles.

## Discussion on the Motion (Before Vote)

A member from San Francisco, CA

- Shared the origin: a sponsee reported that a person of color in his group felt uncomfortable with the whip sound and phrase “speed was our master.”
- APM CMA in San Francisco immediately removed the “whip” sound effect locally, then escalated the concern to LAC.
- They expressed strong support for both:
  - Removing the “master” phrasing.
  - Adding “and their kids,” which reflects real experiences of many members.

A member from Las Vegas, NV

- Reported unanimous consent in Las Vegas to approve the revisions, particularly because of:
  - Inclusivity of women and parents.
  - Many women bring their children to meetings; they resonated deeply with naming children in the consequences.
- Noted this also reflects LGBTQ parents in the fellowship.



A member from Hawaii

- Hawaii had already fully adopted the revised version in local meetings.
- Fellowship reaction: “Why aren’t we already doing this?”
- Shared that members didn’t feel “speed was our master” belongs in the reading.
- Strong support for including children and for conference approving the revised version.

A member from Georgia

- Shared a deeply personal testimony:
  - Meth addiction was a barrier to regaining custody of her daughter.
  - CMA helped her stay sober long enough to pursue reunification.
  - She is sober 5+ years and going to court in December to regain custody.
- The “and their kids” line is profoundly meaningful to her and others in similar situations.

A member from Atlanta

- Framed this change as aligned with DEI and belonging:
  - Updating language to reflect more diverse experiences (especially parents) is an example of diversity, equity, inclusion, and belonging in action.

A member from Denton, TX

- Noted that new meetings often download readings straight from the website.
- Having the updated version conference-approved would ensure new groups are defaulting to the revised text, which he supports.

A member from the UK

- The UK already uses a locally adapted version called “Are You a Crystal Meth Addict?”, not “Are You a Tweaker?”
- Questioned how changes would be communicated to other language versions and locally adapted readings.
- Asked for a mechanism where:
  - CMA could say: “This is the change we made to the English original; you may wish to adapt your versions accordingly.”

LAC acknowledged this as an important follow-up point and flagged it for the future Translation Chair.

A member from Arizona – Minority feedback from Arizona

- Out of 15 responses:
  - 10 approved.
  - 5 did *not* approve the revision.
- Some groups (including a demographically diverse one) enjoy the cut-ups / vocal responses during the reading, and members expressed no personal offense to the current language.



- She offered this as a “minority report” from her area’s feedback, even though she herself wasn’t voting against.

General process question: Several people asked why both changes (adding “their kids” and removing “speed was our master”) had to be in one motion rather than two.

Ross explained:

- Both changes originated from the fellowship and had been approved as a package by LAC and then the GSC.
- Literature revisions are intentionally slow and “deliberate”; LAC wanted to avoid repeatedly revisiting the same reading with piecemeal changes.
- The combined revision had been fully visible in the delegate packet for two years; no delegate had asked to split them before this session.

### **Vote on the Motion & Initial Result**

After thorough discussion, a vote was conducted via the online system.

- Result:
  - Quorum was met.
  - The motion to approve the revised *Are You a Tweaker?* as the conference-approved version passed with 98% in favor.

The chair noted this as a robust expression of group conscience from the conference.

### **Minority Opinion & Motion to Reconsider**

Because the motion did not pass unanimously, delegates who voted against were invited to give a minority opinion.

The minority opinion:

- Voted against the change because:
  - “Speed was my master” resonates personally and spiritually with his story.
  - The reading, in its older form, was deeply meaningful when he first came in.
  - He is concerned about a “slippery slope” of slowly altering key texts until CMA feels unrecognizable to long-timers.
  - He reflected similarly about older versions of other readings (like the original 12 steps/How It Works reading), which evoke powerful nostalgia and identification.
- He acknowledged that he “knows” logically the fellowship can change literature, but emotionally feels attached to the original phrasing.

A member from Kansas – also voted against

- Shares Odene’s concern:
  - Feels the word “master” directly reflects the powerlessness and spiritual condition of addiction.
  - Worried about losing language that highlights the severity and darkness of active use.



- Concerned about a broader tendency to “soften” language that reminds us how bad it was.

The chair thanked both for their honesty and willingness to stand as a minority voice.

### **Motion to Reconsider**

After the minority report, delegates were asked if anyone in the majority wished to move for reconsideration.

- **Motion to Reconsider: James C. (AZ).**
- **Second: Carl B, Eastern Canada Trustee (Toronto)**

The chair clarified:

- The only question at this stage is whether to bring the motion back to the floor for a new vote.
- A yes vote = send the motion back for reconsideration.
- A no vote = keep the original 98% vote as final; no new vote on the content.

Discussion was strictly limited to whether reconsideration was appropriate, not the underlying content of the reading.

### **Debate on Whether to Reconsider**

Arguments for Reconsideration

A member from Georgia

- Expressed that the pairing of the two issues created confusion and that more time could help clarify distinctions.

A member from Arizona

- Spoke about the spiritual value of process:
  - In CMA, honoring minority opinions and taking time often leads to deeper unity.
  - Reconsideration is not necessarily about reversing the result, but about continuing dialogue and ensuring everyone feels heard.
- Cited old-timers who taught him that careful process is part of how CMA grows.

A member from online

- Supported taking the motion back to the floor and potentially splitting into two separate motions.
- Believes that, in CMA tradition, “we don’t rush anything,” and individual items (like language changes) deserve stand-alone consideration.

A member from Las Vegas, NV

- Acknowledged her area’s prior support, but heard new emotional and historical context in the room.
- Expressed fear of “change for the sake of change” and of losing roots under social pressure.



- Wanted to allow for more discussion, given how meaningful the reading is for almost everyone.

A member from Denver, CO

- Supported reconsideration to allow:
  - More thorough exploration of whether changes should have been separated.
  - Additional clarity for delegates applying the Right of Decision (Tradition Two / Concept Three-ish): delegates may vote their conscience when new information arises.

Arguments against Reconsideration

A member from Hawaii

- Spoke strongly against revisiting the vote:
  - Hawaii gave clear, unanimous support.
  - The revised reading had been available for two years, not just “today,” and local groups had already reviewed it carefully.
  - He was asked by his fellowship to stand firm behind that group conscience.
- Felt that reopening the vote would undermine the weight of the existing 98% approval.

A member from Texas

- Emphasized impact over intent:
  - While “speed was our master” may never have been intended as a trauma-laden phrase, it has real, documented impact as triggering/oppressive language for some members (especially people of color).
  - In recovery, we learn that intention does not override impact.
- Felt that continuing to center language that is harmful to some, because it is beloved by others, does not align with equity and inclusion.

A member from NYC, NY

- Opposed reconsideration on two grounds:
  - The 98% vote is a strong group conscience.
  - Splitting the two changes now could encourage a culture of:
    - “We’ll change it for this group, but not that group,” creating hierarchies about whose harm or experience “counts.”
- Reiterated that both changes were clearly presented together for two years; this was not a rushed or hidden package.

A member from Nevada

- Gave powerful historical context:
  - In 2018, she asked why “lost their kids” was not included and was told this reading was “beloved” and she could write her own story if she wanted to hear that experience.



- She was often the only woman in the room during early LAC conversations about this change and fought hard to have the children piece recognized.
- She also heard many deeply painful stories about the word “master” and its connection to racial trauma and lived history in previous conferences.
- Stated clearly that:
  - She cannot personally support a reading that retains language which members have repeatedly described as harmful.
  - The 98% vote already reflects the fellowship’s discernment, and continuing to delay the change prolongs harm.

An online member from Las Vegas, NV a member from the original Are You a Tweaker group

- Got sober at the Are You a Tweaker group in Fountain Valley, where the reading was originally written.
- Acknowledged strong emotional attachment to earlier versions but ultimately opposed reconsideration, supporting the revised version.

### **Vote on Reconsideration**

A vote was taken on whether to return the motion to the floor for reconsideration.

- Result:
  - 78% voted *not* to take the motion back to the floor.
  - Therefore, the motion to reconsider failed.
  - The original 98% approval stands.

### **Final Outcome**

The revised version of “Are You a Tweaker?” is now the conference-approved version.

- It will be the only version posted on the website as conference-approved.
- Individual groups retain autonomy to read older or adapted versions if they so choose, as long as they are not in conflict with CMA principles.

The Chair thanked:

- The minority for speaking courageously.
- The delegates for honoring process and unity even in a difficult conversation.

## **Post-Motion Open Sharing & Additional Literature Feedback**

After the voting sequence, Ross invited further comments on other literature topics.

“California Sober” / Harm Reduction

- A Delegate noted that the fellowship survey feedback included an item about “California sober” and requested:
  - Literature on harm reduction and how to sponsor people who are still using some substances but want help.



- Emphasis: meet people where they are and avoid shunning those who aren't ready for full abstinence yet.
- Several responses:
  - A member from California and others reaffirmed:
    - In work life, some practice harm reduction.
    - In CMA, we practice total abstinence from non-prescribed mind-altering substances.
  - There was openness to literature exploring Tradition Three and desire to stay sober, including:
    - Members who still struggle.
    - People who use other substances.
  - A member from NYC, NY suggested a Tradition Three pamphlet that:
    - Addresses what “desire to stop using” really means.
    - Could indirectly serve those in “California sober” situations without endorsing harm reduction as a CMA recovery model.

#### Pamphlet Design & Readability

- **A member from San Francisco, CA** raised an issue: many pamphlets, when placed in vertical racks, show truncated titles (e.g., “stall meth mouse” instead of “Crystal Meth Anonymous”).
- Requested the previously discussed redesign be revisited so pamphlet spines/headings clearly display titles.
- This was noted as primarily a Communications / layout task, though LAC is affected.

#### AI Use Clarified

- A Delegate from Vancouver expressed concern about AI and the spiritual nature of literature.  
LAC reiterated:
  - Written content (literature, stories, meditations, etc.) is not generated by AI.
  - AI is only being explored for:
    - Audio voice synthesis, using actual CMA members' recorded voices to generate accessible recordings.
  - The spiritual core of “addicts sharing with addicts” is non-negotiable.

#### Translations & Simultaneous Release

- A member from California reported feedback from his area:
  - When English-only books are released first and translations follow much later, non-English speakers can feel like second-class citizens.
  - Requested serious consideration that at least Spanish and English be released simultaneously for new major books, even if it slows the timeline.
- LAC acknowledged the tension between:
  - Budget/resource constraints.
  - The importance of simultaneous inclusivity.



- The member was invited to participate in LAC to help design processes that could make this possible.

## Women, Parents, and “Young People” Literature

### Multiple Delegates reiterated:

- Women’s Book
  - High demand for a full book of women’s stories.
  - Seen as essential for representation and retention.
- Parents & Single Parents
  - Areas with large numbers of single mothers and fathers requested literature that specifically speaks to:
    - Losing and regaining custody.
    - Parenting in recovery.
  - “Parents regaining children” came up repeatedly.
- Young People in CMA
  - Several young delegates (including one from Arizona) volunteered to:
    - Help write and develop a young people’s book or pamphlet.
  - Identified young people’s literature as a crucial outreach tool to attract and retain younger members.

## Mental Health & Dual Diagnosis

- Many areas (e.g., Kansas, Arizona) reported significant numbers of members with dual diagnosis.
- Strong support for:
  - Literature on mental health and recovery.
  - Destigmatizing talking about mental health in meetings.
- LAC confirmed:
  - A Mental Health project is already underway with stories awaiting editing.
  - Volunteers were invited to help move it closer to publication.

## Non–Drug-Specific Messaging / Inclusivity

- A member from Denver, CO suggested:
  - Some CMA readings are highly crystal-meth-specific and may feel excluding to:
    - People whose primary drug was something else.
    - Alcoholics who find their home in CMA.
  - Proposed including language in readings (or a separate reading) that:
    - Explicitly states CMA is open to *anyone* with a desire to stop using, regardless of specific substance.
- LAC pointed people to:
  - Existing DEI inclusivity statements on the website.
  - Encouraged groups to incorporate them into their meeting scripts while LAC considers how to reflect this in future literature.



Throughout the open sharing:

- Multiple members from various areas thanked LAC for:
  - Listening to feedback.
  - Responding directly to things areas requested (e.g., women’s literature, sex and sobriety, incarceration stories).
  - Being patient, thorough, and willing to carry difficult questions about language and inclusion.

Several service invitations were repeated:

- Join LAC-the committee meets the first Saturday of the month.
- Help with:
  - Editing.
  - Translation.
  - Audio.
  - New project leadership (atheist/agnostic pamphlet, young people, etc.).

Ross closed by restating the LAC motto:

“Reading is...”  
(The room responded in the FUNDAMENTAL.)

He thanked the conference and reminded everyone:

- If you want to see yourself in CMA literature, the most powerful thing you can do is write your story.

## **Assembly Adjourns 5:35PM**

# **General Service Conference Assembly - Day Two**

8:47 a.m. Assembly Convenes, called to order by GSC Chair, Michelle S., GSC Chair and At Large Trustee (AZ)

## **Call to Order**

The Chair thanks the host committee for their work and the advisory committee chairs for flexibility with schedule changes. To ensure adequate time for a major vote, the agenda is adjusted so the Executive Committee report is taken earlier, swapping order with another committee.

## **Readings**

A member read “The Twelve Traditions of Crystal Meth Anonymous.”

A member read “The Twelve Concepts for World Service.”

Election Runner was launched to determine the quorum.



## Conference Committee Reports (cont.)

### Executive Committee Report

Jon M., Board Chair, Southwest Regional Trustee (TX)

#### Executive Committee Overview

- The Executive Committee has seven members:
  - The four corporate officers (chair, vice chair, secretary, treasurer).
  - The GSC Chair.
  - Two Trustees elected to at-large Executive Committee seats (one currently vacant and to be filled at the December board meeting).
  
- Role & Purpose
  - One of two standing committees of the Board of Trustees (the other is the General Service Committee).
  - Executive Committee focus:
    - Corporate and legal functions: compliance with federal, state, and local laws.
    - Custody of key structural documents:
      - CMA Corporate Bylaws (legal instrument for the corporation).
      - Conference Charter (relationship between conference and board; spiritual authority).
      - Service Manual.
  - General Service Committee focus: spiritual and service-structure matters (committees, literature, outreach, etc.).
  - The two committees support each other:
    - Without a functioning corporation, spiritual work is hard to carry out.
    - Without spiritual work and primary purpose, there's no reason to have a corporation.
  
- Every member of the Executive Committee also serves on the General Service Committee and chairs or sits on at least one advisory committee.

#### Organization & Structure Committee (OSC)

- The Executive Committee has two advisory committees:
  - Organization & Structure Committee (OSC)
  - Nominating Committee
  
- OSC Purpose
  - “Promote continuity, functionality, and institutional knowledge” of CMA by:
    - Managing record-keeping and the Google Workspace environment.
    - Reviewing and editing documents (bylaws, charter, job descriptions, policies).
    - Maintaining shared processes that help current and future trusted servants.



- Composition
  - 4–6 board members (at least two are Executive Committee members), plus:
    - Committee chairs and members with relevant skills.
    - A Google Workspace Administrator (responsible for email accounts and document access).
    - An Archivist (responsible for preserving CMA’s historical records, currently housed in Arizona).
- Members with interest in:
  - Information management,
  - Document drafting and editing,
  - Structural/process “nerd work,” are invited to approach the OSC chair or the Executive Committee chair to get involved.

## Conference Charter – Context & Revisions

- Context:
  - The Conference Charter is described as one of CMA’s foundational documents:
    - Belongs to the Conference, and therefore to the fellowship as a whole.
    - Embodies the Twelve Concepts for World Service.
    - Defines the relationship between the Conference and the Board of Trustees.
  - Changes to the Charter:
    - Require a two-thirds Conference vote.
    - Are approached slowly and carefully, often over multiple years.
  - A multi-year review process has taken place:
    - Drafting and markup by a document review subgroup of the OSC.
    - Approval by the OSC.
    - Approval by the Executive Committee.
    - Approval by the Board of Trustees.
    - Review and approval in the Executive Conference Committee on Friday of the Conference.
    - Final presentation to the Conference for Conference approval.
- Revisions
  - Terminology – “World Services” → “General Services”
    - The Charter previously used the phrase “World Services” in multiple places.
    - CMA’s service structure has intentionally adopted the name General Service Organization (GSO) rather than “World Service Organization,” and most documents already reflect “General Service” language.
    - The Charter is updated to:
      - Replace “World Services” with “General Services” for consistency with the Service Manual and other core documents.
  - Delegate Terms & Area Assemblies
    - Previous language attempted to create even/odd-year rotational panels:
      - Half the areas electing delegates in even years, half in odd years.



- In practice, this system has not been used, at least in the last decade.
    - In reality, CMA has operated on a junior/senior delegate model:
      - Each area has two Delegates serving staggered two-year terms.
      - One Senior Delegate (second year at Conference).
      - One Junior Delegate (first year at Conference).
    - The Charter now explicitly states:
      - Purpose of Area Assemblies:
        - Elect area committee members and delegates.
        - Focus solely on General Service matters of CMA.
      - Terms of Office:
        - GSRs, area committee members, and delegates typically serve two-year concurrent terms, unless an area or the Conference decides otherwise.
        - Area Assemblies convene annually to elect a new Junior Delegate, creating a rolling junior/senior panel structure.
      - A sentence that prescribed half the areas to hold elections in even years and half in odd years is deleted as unworkable and unused.
  - Trustee Nomination & Election Process
    - The Charter section on Board of Trustees composition and selection is updated to reflect actual, current practice:
      - Each Conference area may select one candidate for trustee.
      - Resumes are reviewed for eligibility by the Nominating Committee.
      - A Regional Trustee Nominee is selected by the Regional Assembly from among area candidates in that region.
      - The GSC advances a regional nominee for each region by two-thirds ballot or by lot.
      - These nominees are then elected by the Board of Trustees, which is spiritually obligated by tradition to do so.
    - This clarifies the shared responsibility:
      - The Conference discerns and recommends.
      - The Board, as a legal corporate body under California law, must formally elect its own members.
- Editorial Changes
  - The Charter also receives:
    - Grammar and punctuation updates.
    - Minor clarifications for readability, without changing intent.

## Nominating Committee Report

Bill B., Nominating Committee Chair, (CA)

### Overview

The Nominating Committee has a two-year term aligned with the Trustee election cycle.

- The current term is the “quiet year” in which:
  - No new Regional Trustee terms begin.



- Work focuses on process, structure, and preparation.
- The next year will be the “busy year”:
  - Half the Board will rotate off at the end of 2026.
  - New Regional Trustees will be elected to start terms on January 1, 2027.

## Regional Trustee Structure

- CMA’s map divides the fellowship into regions, each served by two Regional Trustees with staggered four-year terms.
- Regions are composed of multiple Areas.
- When a regional trustee term ends, the Region:
  - Gathers area-level nominees.
  - Holds a Regional Assembly to select its Regional Nominee.

The Nominating Committee:

- Does not choose Trustees.
- Facilitates communication and ensures a consistent process.

## Trustee Selection Timeline (for terms starting 2027)

### Timeline

- After this Conference (late 2025 / early 2026)
  - The Nominating Committee will email all Delegates with:
    - A description of the process.
    - A request to work with their Area leadership to identify Trustee candidates.
- By January 15, 2026
  - Each area is asked to:
    - Hold its process (assembly, election, or group conscience) to select its area nominee.
    - Submit the nominee’s name to the Nominating Committee.
- Application Phase – January–April 2026
  - Nominating sends each area candidate:
    - A structured information packet and application.
  - Candidates are asked to submit completed materials by April 1, 2026.
- Conversations / Interviews – Spring–Summer 2026
  - Nominating conducts “conversations” (informal interviews) with each candidate:
    - To clarify requirements, time commitment, and responsibilities.
    - To allow candidates to ask questions and discern readiness.
  - Notes and impressions are passed to the Executive Committee as background, not as an endorsement or veto.



- Regional Choices – Before GSC 2026
  - Each region holds a Regional Assembly to:
    - Review their Area nominees.
    - Select one Regional Trustee Nominee.
- Conference Approval – GSC 2026
  - At the 2026 General Service Conference:
    - The GSC is asked to accept each Region’s Nominee by two-thirds vote (or by lot, if needed).
- Board Election & Background Checks
  - After Conference approval:
    - The Board of Trustees holds a formal legal vote to elect the nominees.
    - Background checks are conducted at this stage, as required for Board service and financial stewardship.
- Term Start – January 1, 2027
  - Newly elected Trustees begin four-year terms on January 1, 2027.

## **Criminal Backgrounds & Inclusion**

- The committee explicitly addresses criminal history:
  - Many members of CMA—including some Trustees—have criminal records.
  - A criminal background is not an automatic barrier to Trustee service.
  - Background checks are:
    - Confidential.
    - Reviewed by the Board Chair, who speaks privately with the candidate about any issues.
  - Only extreme cases (e.g., severe recent financial crimes or serious “crimes of moral turpitude”) might present complications, and even then are handled case-by-case.
- Members are strongly encouraged not to self-disqualify:
  - The fellowship wants a Board that reflects the lived experience of CMA members.

## **Call for Help – Short-Term Service**

- The Nominating Committee anticipates:
  - A large number of conversations with candidates during 2026.
- The committee invites additional volunteers (beyond voting members) to:
  - Sit in on interviews.
  - Help take notes.
  - Provide a fresh perspective.
- Volunteers:



- Are asked to commit for about six months during the peak period.
- Can inquire via the publicly shared committee email address.

## Questions and Comments

- Who votes in an Area’s election for Trustee Nominee?
  - Answer: That is determined by the Area’s own structure.
  - A typical pattern: Area Assembly participants (e.g., GSRs, Area Committee members, District representatives, Delegates) vote. Each area is autonomous within Tradition Four.
- Five-year sobriety “requirement” for Trustees
  - A Trustee asks for clarification, concerned some regions may not have candidates with five years.
  - Response: The five-year sobriety guideline is a recommendation, not a hard requirement:
    - Regions are legally separate and autonomous service bodies.
    - They may adapt this guideline based on their own circumstances.
- What if a Region has no functioning Area Assembly?
  - A Delegate from a Region without recent assemblies asks how to proceed.
  - Response:
    - The Nominating Committee will work with that Region to develop a temporary process, possibly:
      - A special Regional Zoom Assembly.
      - Remote voting procedures.
    - Other regions’ experience can be consulted for models.
- When do Trustee terms actually start?
  - A Delegate asks: if the process runs in 2026, when do terms begin?
  - Response: January 1, 2027, for Trustees elected at the 2026 GSC.
- Clarification of role: Trustees and Regions
  - A former Trustee reminds the Conference:
    - Regions exist primarily as mechanisms to nominate Trustees.
    - Once elected, Trustees do not represent their Region; they represent CMA as a whole and the Board.

## [Vision Workgroup Report](#)

Presented by Jon M., speaking on behalf of the Vision Workgroup

### Mandate of the Vision Workgroup

- Formed to consider long-term, foundational questions, such as:
  - “How do we build a fellowship that will outlast us all?”
- Works on:



- Big-picture structural issues.
- Future service models.
  - How CMA might look 30–50 years from now.

## Online Groups & Representation

### Background

- Prior GSCs raised the question:  
How can we adapt our service structure so fully online groups receive equitable representation, given they may lack a physical location?

### Survey of Online Groups

- The workgroup:
  - Used the public meeting list to identify online meetings (~200 meetings).
  - Grouped meetings into online groups (since one group may hold multiple meetings).
  - Identified approximately 112 online groups.
- A survey was sent to:
  - Contacts for those 112 online groups.
  - All Delegates and Trustees.
- Responses:
  - 18 groups responded.
  - Groups ranged from 4 to ~70 active members.
  - Among respondents:
    - 13 groups reported having a GSR and being connected to a service structure.
    - 14 reported making financial contributions (district, area, or GSO).
- Interpretation:
  - Data did not reveal a large pool of unrepresented online groups, but:
    - Non-connected groups may also be less likely to respond to surveys.
    - The sample cannot fully capture the “silent” groups.

### Online Intergroup Pilot

- Final survey question: Whether any group member was interested in continuing the conversation.
- Using those contacts, the workgroup convened:
  - A meeting in May 2025 to review survey results.
  - Subsequent meetings in August and October 2025.
- At a July 2025 meeting, participants voted to form a tentative Online Intergroup:
  - Designed as a service body for online CMA groups.
  - Meant to complement, not replace, existing areas/intergroups:



- A group may belong simultaneously to:
      - An Area,
      - A local Intergroup (if applicable),
      - And this online Intergroup.
- Current reality:
  - Participation has been low—only a small handful of people consistently attend.
  - The structure is formed “on paper,” but the fellowship has not yet provided consistent leadership or energy.
  - The Executive/vision leadership states:
    - They will try to keep it going through the end of the year.
    - The online community will need to decide:
      - Whether to provide leadership and grow it, or
      - To let it sunset if the need is not there.
- Call to Action
  - A QR code leading to a short sign-up form (name, email, online group) is provided.
  - Members, especially those active in online groups, are invited to:
    - Sign up themselves.
    - Share the code with their online home groups.
    - Consider stepping up as chair or trusted servants of the Online Intergroup.

### **Discussion / Clarifications**

- A delegate from an area with a strong online presence shares that:
  - Many online meetings are already fully integrated into their local intergroup and service structure.
- Clarification:
  - The Online Intergroup is not meant to pull groups away from their area or intergroup:
    - It is an additional service body, particularly for cross-area online communities.

### **“Fellowship and Program” – Long-Term Conversation**

- Historical Background (2008 GSC)
  - At CMA’s first General Service Conference in 2008 (Park City, Utah), a controversy arose:
    - A fellowship member had written a step guide and submitted it to the Board.
    - While well intentioned, it was broadly disliked and rejected.
  - The Executive Committee at that time debated whether CMA was:
    - A program, or
    - A fellowship that uses a program from other sources.



- The Conference ultimately approved a statement (now on the CMA website), asserting:
  - CMA is a fellowship whose members work a 12-step program of recovery.
  - CMA had not felt the need to elaborate a specific CMA-branded approach to the Steps, as “many excellent outlines already exist.”
  - The Steps themselves are essential, but CMA did not own a proprietary guide.
- Current Question
  - The Vision Workgroup asks:  
Is that 2008 stance where we want to stay forever?  
Or might CMA someday become a fellowship with its own program literature?
  - This is not a motion before the Conference.
    - It is the opening of a conversation the fellowship may carry for years.

## **Influence of “12 Steps for Crystal Meth Addicts”**

- The “little black book” (12 Steps for Crystal Meth Addicts), written by an intergroup, has:
  - Been adopted by many meetings as the primary literature for step studies.
  - Become a common tool for sponsors and sponsees.
  - Been translated into Spanish, with plans for:
    - Publication and free digital distribution to the worldwide fellowship.
- The intergroup that created it has already:
  - Voted to transfer copyright to CMA as a whole.
- The Board and Conference are now discerning:
  - How to accept and adopt this book.
  - How to integrate it into CMA’s literature family.

## **Learning from Other Fellowships**

- Members of the Vision Workgroup have contacted other fellowships (e.g., NA, ACA, other 12-step programs) to ask:
  - How they developed core program literature.
  - What impact it had on their growth.
- Common themes learned:
  - Creating a “program book” is:
    - Work-intensive.
    - Slow (often many years).
    - Pivotal to the fellowship’s long-term growth and stability.
  - Once in place, such literature often:
    - Strengthens the fellowship’s identity.
    - Enhances its standing in the recovery world.
    - Provides a unifying reference for members worldwide.



# Intellectual Property (Trademarks) Update

Presented by Jon M.

- CMA holds several registered trademarks in the United States, including:
  - The CMA logo with the circle.
  - The name “Crystal Meth Anonymous”.
  - The acronym “CMA” when used in the context of recovery services.
  - The CMA logo without the circle.
  - The title “Voices of the Fellowship”.
- In the UK and EU, CMA has trademarked:
  - The CMA logo.
  - The name “Crystal Meth Anonymous”.
- Renewal Schedule & Maintenance
  - US trademarks must be renewed every five years.
  - Recent activity:
    - Voices of the Fellowship has just been renewed.
    - The logo with circle and the name were renewed in the prior cycle.
  - CMA engages a dedicated intellectual property attorney to:
    - Track renewal deadlines.
    - File necessary paperwork.
- These marks:
  - Belong to the fellowship as a whole.
  - Help protect CMA’s name and symbols from misuse.

## Motion: Adoption of Conference Charter Revisions

- **Motion: Rob B., Western Canada Regional Trustee, moved:**  
  
**“That the General Service Conference accept the Executive Conference Committee’s recommendation on changes to the CMA Conference Charter as presented.”**
- **Second: Paul W., Delegate (TX)**

The Conference Chair confirms the secretary has recorded the motion and opens the floor for discussion on the motion itself.

Discussion

### Concern: “By tradition” language in Trustee election paragraph

- A member raises a question about the final sentence of the Trustee election paragraph:
  - The Charter states that Trustees are elected by the Board, which is “obligated to do so by tradition.”



- Concern: This wording appears to give the Board latitude to reject nominees approved by the fellowship, as happened historically in one case, causing harm.
- Response:
  - Under California corporate law, nonprofit boards must elect their own members.
    - The Conference is not a legal corporate body and cannot legally appoint Trustees directly.
  - The phrase “by tradition”:
    - Acknowledges this legal reality.
    - Simultaneously binds the Board spiritually to accept the Conference’s choice.
  - Since that earlier painful incident, CMA has:
    - Rebuilt trust and clarified the process.
    - Developed the year-long nominating process precisely to avoid last-minute surprises:
      - By the time nominees reach the Conference floor, multiple bodies (areas, regions, Nominating, Executive, Board) have been in open conversation with them.
      - The Conference vote is expected to be unanimous or near unanimous; the Board vote that follows is likewise expected to be unanimous.
- An experienced member notes:
  - When the Board previously rejected a nominee, it was breaking, not following, the tradition referenced in this paragraph.
  - That experience led to a deeper commitment to honor the tradition and the fellowship’s will.

No further questions or objections are raised on the specific edits (World → General Services, Delegate terms language, Trustee nomination process, and grammar updates).

#### Vote

- The Conference proceeds to an electronic vote on the motion.
- Result:
  - 100% in favor.
  - The motion passes unanimously.
- Outcome:
  - The revised Conference Charter is adopted as presented.

## Questions and Comments

### Background Checks & Appeals – Follow-Up Questions

- A Delegate asks:
  - If a nominee is ultimately declined by the Board due to background check results, will:



- The reason be clearly communicated?
  - There be any appeal process?
- Response:
  - At present:
    - Background checks are reviewed privately by the Board Chair.
    - Any concerns are discussed directly and candidly with the nominee, including the factual basis (e.g., what appears on the report).
  - Historically:
    - CMA has not yet had a case where the background check prevented a Trustee from serving.
  - The suggestion of:
    - A formalized appeal process is noted as a good idea to be considered going forward.

### **Clarification and Discussion on the Fellowship v Program conversation**

- A long-time member who drafted the 2008 statement shares important context:
  - The 2008 compromise language was not meant to say CMA does not have a program.
  - The 12 Steps themselves are the program; books only explain the program.
  - From the moment CMA adopted its own version of the 12 Steps, CMA had a program.
  - The earlier statement simply meant:
    - CMA had not yet created its own detailed guide to that program.
- The member suggests:
  - The question today is less “Do we have a program?” and more:
    - “Do we want a CMA-authored, CMA-owned set of program materials explaining how we apply the Steps?”
  - We need not agonize over the label “program vs. fellowship” while still doing the long, careful work of discernment.

### **Emotional & Spiritual Reflections**

- A Trustee shares:
  - How profoundly moving it was to hear:
    - The Board,
    - Vision Workgroup,
    - Website and literature teams
 talk in terms of legacy: building something that will exist after all of us are gone.
  - The work is a counterpoint to self-centeredness: it is about service to future addicts.
- Members are invited to:
  - Take this conversation home to their areas.
  - Talk about what a CMA program might look like in 30–50 years.



- Consider joining the Vision Workgroup via the provided contact email.

### **Question on Copyright in Canada**

- A Delegate from Canada asks:
  - Whether CMA is pursuing trademark protection in Canada.
- Response:
  - CMA previously attempted to register trademarks in Canada but was denied:
    - Canadian authorities requested detailed evidence of CMA's presence and activity there, which CMA was unable to fully provide at the time.
  - The Executive Committee will:
    - Re-examine the old application and ruling.
    - Determine what ongoing data and documentation need to be collected now.
    - Aim to build a record that might support a future re-application for Canadian trademarks.
- Jon reiterated his gratitude for the depth and honesty in the discussions around:
  - The Charter,
  - Trustee selection,
  - Online representation,
  - Program identity,
  - Intellectual property, and the long-range vision for CMA.
- The session concludes with an invitation for members to:
  - Engage in Nominating and Vision Workgroup service.
  - Encourage online groups to connect with the Online Intergroup pilot.
  - Bring these conversations and spiritual questions home to their areas and groups.

## **Public Information & Outreach Committee Report**

**Jason C., PI&O Advisory Chair, Delegate (CA)**

### **Opening & Framing**

- Jason introduced himself as a crystal meth addict, Senior Delegate for California, PI&O Chair, and chair of the Delegate Registry. He noted the irony that, despite asking for PI&O to be moved earlier in the weekend, it was again scheduled on Sunday, and expressed gratitude for the chance to present.
- He shared briefly that PI&O is personally important to him because of how CMA saved his life and how he's seen it change others' lives, giving a recent example of four sponsees finishing the steps—one now sponsoring people in Brazil via Portuguese-language support, illustrating how the message carries globally.

### **PI&O Purpose, Vision, Mission**

Jason reviewed the core framework of PI&O:



- Purpose
  - Carry the message of CMA recovery to the still-suffering crystal meth addict (rooted in Step 12 and Tradition 5).
  - Provide information to:
    - Non-addicts whose work or association involves active addicts.
    - The general public regarding the fellowship.
    - The fellowship itself, so members and groups can more effectively carry the message.
- Vision Statement
 

“All those affected by crystal meth are informed of Crystal Meth Anonymous.”
- Mission Statement
 

“To provide and communicate consistent and readily available information and resources to all those affected by crystal meth.”

## Committee Structure & Participation

- Jason thanked the advisory committee: a co-chair, treasurer, secretary, advisor, helpline chair, liaisons from H&I, Communications, Literature, DEI, and several workgroup leads (Helpline, Tools & Resources, PICO, Fellowship Survey, Professionals & Underserved).
- Members and guests who attended Friday’s PI&O breakout were acknowledged, including Trustees, liaisons, and Delegates from multiple regions.
- Jason emphasized monthly participation, noting that many members “show up, roll up their sleeves, and do the hard work” all year.

## Workgroup Reports

### CMA Helpline: Richard C, Helpline Coordinator (CA)

#### Purpose & Function

- The CMA 24-hour Helpline exists to ensure CMA’s message of recovery is available to the still-suffering addict and to anyone affected by crystal meth, by providing consistent information and resources.
- Number: (855) METH-FREE / (855) 638-4373.
- “Contact Us” submissions from the website are also routed to the helpline coordinator; ~232 emails were handled in the past year, ranging from meeting-finding to logo/trademark questions and H&I/PI&O referrals.

#### Volunteers & Coverage

- Approx. 40 operators currently serve the helpline.
- Weekly coverage has improved:
  - 2025: ~100 hours/week covered.
  - 2024: ~82 hours/week covered.
- Average operator commitment is 2.8 hours per week.



## Call Volume & Abandonment

- 2025 (Oct '24–Sep '25 “year”)
  - 1,838 calls attempted.
  - 560 abandoned (“missed”) calls.
  - 30% abandonment rate.
- 2024 comparison
  - 2,504 calls attempted.
  - 556 abandoned.
  - 22% abandonment rate.
- Key takeaway: call volume has dropped 25–30% from the prior year, but the *number* of missed calls is roughly the same, so the fraction of callers not reached is higher.

## When & Why Calls Are Missed

- Follow-up analysis showed:
  - Only about one-third of missed calls occur in hours where no operator is scheduled.
  - About two-thirds of missed calls happen during hours with a scheduled operator (e.g., the operator is unexpectedly unavailable, forgot their slot, or had a conflicting real-life obligation).
- In response, the Helpline coordinator has:
  - Began individual check-ins with operators who’ve missed a significant number of calls, to see how the commitment is working for them and whether they need to adjust or pause.
  - Opened up backup scheduling during high-volume hours to provide double coverage.

## Daytime Coverage & Current Needs

- Daytime hours are often where call volume is strongest, contrary to the stereotype that calls would mostly come late at night.
- Many daytime calls are currently being caught by the Helpline Coordinator personally; some are still being missed when they cannot answer. There is a particular need for daytime operators.
- A live “Helpline Coverage” grid is maintained online so volunteers can see open hours; the conference slide included a QR code linking to this always-current schedule.

## Typical Commitment & Experience

- Operators take at least a 1-hour recurring weekly slot; many choose 2–3 hours.
- Calls are forwarded from the helpline number to the operator’s phone (callers do not see the volunteer’s number, and volunteers do not see the caller’s number), preserving anonymity.



- With current volume, a 1-hour weekly slot typically receives 1–2 calls per month, so this is not a “call-center pace” but a readiness commitment for when someone does reach out in crisis.
- Conversations often run 10–20 minutes or more, especially when callers are in acute distress or need help finding meetings.

## Service Requirements

Suggested requirements for operators:

- About one year of continuous clean time.
- Working or having worked the Steps with a sponsor.
- A phone only the volunteer has access to (for anonymity).
- Separate internet access (laptop/tablet/second device) for looking up meetings while staying on the line.
- Minimum commitment of one recurring hour per week.

## 211 Directory Project

Richard also reported on the 211 Directory Update:

- 211 is a major North American referral system for health and human services; the goal is to have CMA listed wherever appropriate.
- Project goals:
  - Expand CMA’s reach by listing in as many 211 directories as possible.
  - Acknowledge and preserve local listings where areas have already done the work.
- Status:
  - CMA has either secured or submitted listings in 43 different 211 services across the U.S. and Canada.
  - In states with multiple 211s (e.g., California, New York, New Mexico), high-population regions were prioritized; remaining regions will be added over time.

## Professionals & Underserved Workgroup: Jason C, Lead

Jason gave background and progress on outreach to professional communities and underserved geographic areas.

## History & Scope

- A database of professional organizations was first created in 2019.
- In 2022, the workgroup began sending an “Intro to CMA” letter (by email and postal mail) to:
  - Health clinics and counseling offices in higher education (university health and counseling centers).
- To avoid stepping on the toes of local PI&O/area committees, the approach evolved:



- First focus on states without a PI&O presence, so the GSO could help in truly underserved areas.
- Then consult PI&O chairs in states *with* active structures, to ask:
  - “Are you already doing this?”
  - “Would you like GSO to do it on your behalf?”
- In 2025, after mostly saturating colleges and universities, focus shifted to rehabilitation and treatment facilities.

### **Current Database & Output**

- The combined database now includes 1,104 records across:
  - Education (782), Government (27), Legal/Justice (61), Organizations (42), Treatment (129), Behavioral Health (63).
- To date, the workgroup has sent:
  - 623 emails and
  - 559 physical letters to these institutions.
- A Google map is being maintained that visualizes which locations have been contacted so far.

### **Volunteer Engagement**

- Volunteers from multiple states have been trained to research local institutions and send letters on behalf of PI&O.
- The work is tedious but can be very meaningful, especially for members who:
  - Enjoy online research and spreadsheet-style tasks.
  - Are comfortable using AI or other tools to speed up research.
- Jason noted that a number of volunteers work in education or treatment themselves and are personally invested in this outreach.

### **Anecdotal Impact**

- Jason shared that a counseling professional at a California university responded to one of these letters; she had never heard of CMA and had limited familiarity with 12-step approaches.
- Some institutions already listed AA/NA but not CMA; hearing about CMA allowed them to add it to their resource lists, potentially helping students, faculty or staff struggling with crystal meth.

### **Future Directions**

- Continue expansion into:
  - Drug treatment courts.
  - Sober livings.
  - Recovery-based centers (e.g., Alano-type clubs).



## **PICO Workgroup: Jimmie C, Advisor (NJ) and Roberto F (CA)**

### **Mandate & Structure**

- PICO (“PI” + “COmmunications”) is a joint effort between PI&O and Communications to create digital public-facing content for CMA:
  - Short videos.
  - Digital PSAs.
  - Other online materials that live on CMA’s website and YouTube channel.
- It is currently a small group with limited design/production capacity; Jimmie stressed that more digital creatives are needed (video editing, motion graphics, design, etc.).

### **Public Service Announcements (PSAs)**

- Two PSAs (“Am I a Crystal Meth Addict?” and “Are You a Crystal Meth Addict?”) were played for the conference. They:
  - Match CMA’s visual identity (colors, fonts associated with CMA literature).
  - Are intentionally short and direct, directing viewers to:
    - [crystallmeth.org](https://crystallmeth.org) and
    - (855) METH-FREE for help.
- Process & approvals:
  - First presented at the 2024 GSC (Las Vegas) for feedback.
  - Revised based on fellowship input.
  - Re-presented to the GSC on the March 8, 2025 conference call and approved unanimously.
  - Now posted on:
    - CMA website (Public Service Announcements page).
    - CMA YouTube channel.

### **Future PICO Work**

- Ideas under consideration:
  - Adding simple visual treatments to the recorded “suite of readings” (e.g., animated text videos).
  - Additional short PSAs or informational clips.
- PICO will adjust meeting times if the group grows; members were invited to email the PICO address if interested in participating.

## **Fellowship Survey Workgroup: Richard C., Lead**

### **2024 Survey Wrap-Up**

- The 2024 survey (second overall) has been fully analyzed:
  - Findings were presented at a town hall in February 2025.
  - Results, including an interactive tool, are posted on the CMA website so members can:



- View fellowship-wide data.
  - Drill down to state/province level where there are at least 5 responses.
- Committees are already using the results to:
  - Inform priorities.
  - Decide what additional questions are needed in the next survey cycle.

### **New Strategy: 3-Year Cadence**

- PI&O adopted a 3-year survey cycle:
  - Year 1: Collect responses.
  - Year 2: Analyze and publish.
  - Year 3: Prepare the next survey.
- Goals:
  - Avoid long gaps between surveys.
  - Keep institutional knowledge within the workgroup.
  - Monitor trends and emerging needs more quickly.
- To manage cost, the workgroup will rely on free or existing tools (e.g., Google Forms) rather than paid survey platforms.

### **Next Survey (Release Prior to 2026 Convention)**

- “Survey 2027” status:
  - Feedback on potential questions has been solicited from all advisory committees.
  - Proposed new/modified questions were workshopped in the PI&O breakout.
  - A final list of questions and response formats will be put forward for PI&O approval late 2025 / early 2026, then for broader approval.
  - The next survey will be released before the 2026 convention in San Francisco and run for approximately one year.
- Access and equity:
  - Primary format will be an online Google Form.
  - There will also be printable English and Spanish versions so members without internet or phone access (especially in H&I settings) can participate via a trusted servant who inputs responses on their behalf.

### **Tools & Resources Workgroup: George M., Lead (NC)**

#### **Objective**

- To develop and maintain practical tools that local groups and areas can use for outreach:
  - Flyers, pull-tabs, labels.
  - Presentation templates.
  - Tabling and outreach guidelines.



## Existing Tools (Already on Website)

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

- CMA pull-tab flyers (general and editable versions).
- CMA water bottle labels.
- PI&O outreach guidelines.
- PI&O presentation + presentation guidelines.
- PI&O speaker guidelines.
- “What About Anonymity” piece.

## New/Recent Projects

- “How to Table an Event” Brochure
  - Developed out of collective experience from multiple areas.
  - Covers:
    - Practical do’s and don’ts when tabling.
    - Guidance on setup, literature display, and anonymity.
  - PI&O-approved and undergoing final style-guide editing before being posted on the website.
- CMA Bookmarks
  - Bookmarks featuring QR codes linking to:
    - FAQ: “What is CMA?”
    - “Find a Meeting”.
    - Newcomer packet.
  - Many areas intend to add local meeting information to the back.
  - In one area, the Serenity Prayer is printed on the reverse for newcomers who may struggle to remember it.
  - Anticipated completion: end of 2025.
- “Understanding CMA” PowerPoint for Professionals
  - A slide deck designed for:
    - Healthcare providers.
    - Mental health professionals.
  - Provides:
    - An overview of CMA.
    - How to refer patients/clients.
    - Links to further resources.
  - Reviewed and edited in the PI&O breakout; expected to be finalized by end of 2025.
  - Intended as a ready-made tool for local PI&O members presenting to hospitals, clinics, counseling centers, and professional conferences.

## Impact Story – Tabling & Community Relationships

- George shared that in his local area, tabling and PI&O relationships proved crucial after a major natural disaster:



- Following a hurricane that devastated parts of their region, CMA meetings were able to restart quickly at a partner church using generators and portable facilities.
- The church also became a distribution center for food and water, with CMA volunteers helping staff the effort.
- Other 12-step groups whose spaces were destroyed joined those CMA meetings and have continued attending.
- George framed this as a real-world example of CMA not only supporting addicts but offering hope and stability to the broader community in crisis.

## Summary of Accomplishments and Look-Ahead

### 2025 Summary of Accomplishments (PI&O)

- Revised and finalized public service announcements (PSAs) and posted them to the CMA website and YouTube channel.
- Created a “How to Table” pamphlet, approved by PI&O and pending final publication.
- Hosted a town hall to discuss 2024 Fellowship Survey results.
- Refined survey questions in preparation for the 2026 survey release.
- Completed the colleges/universities outreach project (introducing health clinics and counseling centers to CMA).
- Began researching rehab and treatment facilities and sending them the “Intro to CMA” professional letter.
- Created a “What is CMA?” PowerPoint presentation for healthcare and medical professionals.
- Produced data-driven analytics to better understand the reduction in helpline call volume and missed-call patterns.

### 2026 Planned Projects & Focus Areas

#### PI&O plans to:

- Update the main PI&O presentation used for professional organizations.
- Create visuals and resource tools specifically for tabling events.
- Initiate a project focused on expanding CMA into underserved areas, leveraging local contacts.
- Facilitate the next fellowship survey and use results to identify opportunity areas for future work.
- Continue building the professional-organization database and expand mailings to:
  - Drug and family courts.
  - Other institutions that encounter crystal meth addiction.
- Collaborate more closely with:
  - Communications Advisory Committee to improve message-carrying in online and social media spaces.
  - H&I Advisory Committee to better connect with addicts in facilities.



## Questions and Comments

### On Underserved Outreach Targets & Survey Reach

- A Delegate reminded the room that the underserved-areas project needs input from local fellowships about:
  - Which organizations (e.g., EAPs, courts, agencies) are likely to encounter crystal meth addiction in their regions.
  - Local contacts or structures that might be receptive to CMA information.
- The same Delegate noted that the last survey disproportionately reflected gay men, and emphasized:
  - The fellowship is now broader and more diverse.
  - Delegates will need to actively help distribute and encourage participation in the next survey, including by:
    - Bringing tablets/phones to meetings.
    - Helping members complete the survey on site.
- Richard added that the workgroup plans to release printable English and Spanish survey forms, so members without personal internet/phone access—especially in H&I environments—can still participate through a trusted servant who later enters their responses.

### Helpline – Local Stats & Referrals (Utah)

- A Delegate from Utah asked whether:
  - There is a way to see how many helpline calls originate from their state.
  - Any helpline referrals have been directed to Utah meetings, as they haven't seen any contact locally and would like to know if the resource is being utilized.
- Richard responded that:
  - The helpline system does log geographic data about calls; detailed breakdowns by state exist but haven't yet been deeply analyzed.
  - Many H&I/PI&O requests come through the website's Contact Us form, and he did not recall recent Utah-specific requests.
  - When such requests do come in, the default is to contact the local Delegate or Trustee for that area whenever possible.
- Jason added that PI&O is also building a list of local contacts willing to be a point of reference in areas where a Trustee or Delegate may not be directly connected to a smaller town or county, and invited Delegates to submit names for that list.

### Professionals & Underserved – What's Been Done in My State?

- The same Delegate asked whether there is a way for local fellowships to know:



- Which universities and institutions in their state have already received “Intro to CMA” letters and emails.
- Jason replied that:
  - All outreach is tracked.
  - Interested Delegates can:
    - Attend the Professionals & Underserved workgroup, or
    - Email him directly to receive a breakdown of which institutions in their state have been contacted so far (education, treatment, government/legal, etc.), so they can coordinate and avoid duplication.
- Jason closed by reflecting on small but meaningful moments of informal PI&O—such as conversations he had with curious non-recovery patrons at a local s’mores bar who asked what the conference was about and learned, perhaps for the first time, that crystal meth addicts have a 12-step fellowship and a path to recovery.
- He underscored that PI&O’s work—whether through helpline calls, letters to professionals, survey data, videos, or tabling—often carries the message to people we will never meet directly, and yet can profoundly change lives down the line.

## Hospitals & Institutions Committee

Mike F., H&I Advisory Chair, Northwest Regional Trustee (CA)

### **Purpose of the H&I Advisory Committee**

The H&I Advisory Committee exists to carry the message of recovery to crystal meth addicts who might not otherwise have access to CMA meetings – especially those in jails, prisons, treatment centers, and other institutions.

The committee:

- Guides CMA members involved in H&I work
- Develops recommended guidelines, meeting formats, and resources
- Supports local H&I efforts led by areas, districts, and intergroups
- Focuses on supporting local trusted servants, not replacing local autonomy

### **Major Activities Since the 2024 GSC**

CMA Literature on Jail Tablets

- CMA literature is now live on tablets inside some jails and prisons via a provider (MaxxContent).
- The committee is waiting on usage analytics (how many people access it, what they read) and will use that data to:
  - Evaluate impact
  - Decide whether to add speaker recordings and other content
  - Strengthen requests to additional tablet providers



## Mail Response & Literature to the Inside

H&I continues to use a structured, “efficient response” approach for mail from incarcerated people and facilities:

- 432 books have been sent into facilities since the last GSC, including:
  - 247 copies of *From the Inside Looking Out: A Sober Cell*
  - 185 copies of *Voices of the Fellowship – Our Recovery*
  - 190 copies of *Crystal Clear: Stories of Hope*
  - 158 copies of *Crystal Clear: Historias de Esperanza* (Spanish)
  - 155 copies of *12 Steps for Crystal Meth Addicts* sent by NYCMA at H&I’s request
- 11 bulk literature orders were filled for facilities in 8 states/provinces.
- There were 8 book requests triggered by cellmates (“I saw my cellie reading this CMA book and I want one”) – a strong sign that material is being shared inside.

## Pen Pal Project

Anthony R. (CA) reported that the Pen Pal Project remains relatively small but active and is being intentionally grown “on both ends”:

- Since 2024:
  - 14 incarcerated people have been matched to
  - 13 CMA pen pals on the outside.
- The committee is working to recruit more outside pen pals *and* encourage more incarcerated people to write in.

Key points about the structure:

- Privacy & safety are built in:
  - Pen pals do not give out their home address.
  - Letters from the inside go to a CMA P.O. Box; they are scanned and emailed to the outside pen pal.
  - The outside pen pal replies using CMA’s return address; mail is again handled through the P.O. Box and relayed back inside.
- Suggested qualifications for pen pals:
  - 6–12 months continuous sobriety
  - Currently working or having completed the steps with a sponsor
  - Willingness to sponsor, *if the relationship and circumstances make that appropriate*
- Matching considerations include:
  - Cultural and generational similarity
  - Geographic proximity (especially when someone is nearing release)
  - Details of incarceration (where relevant for safety/logistics)



- Gender identity and sexual orientation, to the extent the person shares that and it helps a safe match

A more formal “sponsorship by mail” structure is in development (see section 3.3); for now, the Pen Pal Project is focused on building safe, supportive recovery connections via correspondence.

## 2025 GSC Breakout Session Work

During the H&I breakout, the committee “divided and conquered” several priority projects in small groups.

### H&I Website & Online Tools

Group led by the chair.

**Problem identified:** H&I information on [crystalmeth.org](http://crystalmeth.org) is hard to discover and fragmented.

- There are currently three different H&I-related pages, each reached by different paths, each with different content.
- Some trusted servants in the breakout didn’t know an H&I handbook even existed, which underscored the discoverability problem.

### Breakout outcomes:

- Discoverability: Move toward one clear, easy-to-find H&I page.
- Content focus:
  - Reduce wall-of-text content.
  - Make tools and practical resources the visual and structural focus.
- Organizational flow proposed:
  - Top-level: basic “What is H&I?” for everyone
  - Next: information for CMA members/fellows
  - Then: content aimed at facilities
  - Lastly: detailed material for trusted servants (handbook, templates, forms, etc.)
- Next step: Package the revised content and structure into a coherent redesign request to the Communications Advisory Committee so they can implement the changes.

For now, the key tools (handbook, forms, etc.) are reachable via the small “Hospitals & Institutions” link in the website footer, but the long-term goal is a far more intuitive layout.

### H&I Handbook Update

Mary A (TX) reported that the H&I Handbook is a core tool for:

- Starting meetings in facilities
- Setting up H&I committees at district/area level
- Orienting new volunteers

Because it has not been updated in some time, the breakout group identified several areas of work:



- Update & Align Content
  - Refresh readings, mission statement, contact info, and links.
  - Ensure language is consistent, inclusive, and up to date, including a shift away from terms like “*inmate*” toward phrasing such as “incarcerated individuals”.
- Simplify & Clarify
  - Streamline the introductory material and meeting descriptions.
  - Remove redundant sections.
  - Add a brief glossary for common H&I terms and recovery jargon to make the handbook friendlier for newer members.
- Improve Structure & Access
  - Reorganize the table of contents for better navigation.
  - Fix broken or outdated hyperlinks.
  - Make it easier to jump directly to sections relevant to someone’s role (e.g., local H&I chair vs. facility contact).
- Modernize Tools & Sections
  - Update any references to outdated tokens, programs, or practices.
  - Add stronger guidance about building and maintaining relationships with facilities.
  - Clarify how the handbook fits with newer tools (like online forms, new pamphlets, and tablet content).

### **Sponsorship-by-Mail Workbook**

Russell G., Mid-South Trustee (NC) explained how the committee has developed a stepwork-by-mail workbook aimed specifically at incarcerated people (jails and prisons) who want to work the steps with a sponsor but can only do so through correspondence.

#### **Intent & design:**

- Provide a structured, trauma-informed way to work the steps via letters.
- Offer activities, reflection questions, and simple daily practices that can be done in a cell.
- Support people who are often facing long sentences, looking for deep and lasting relief, not just “time-killing” material.

#### **Breakout refinements:**

- Language & clarity:
  - Tightened wording, clarified instructions, and made the purpose of each section explicit for both sponsor and sponsee.
- Safety & boundaries:
  - Strengthened wording about not discussing current legal cases in letters, and being very cautious about content that could be used against someone (everything is potentially recorded or scanned in carceral systems).



- Emphasized that sponsors do not function as therapists and should avoid re-traumatizing sponsees (e.g., not digging into “big-T” traumas in correspondence).
- Trauma-informed posture:
  - The workbook is intended to honor trauma without centering it in stepwork letters.
  - The focus remains on spiritual principles, inventory, amends, and daily practices, while encouraging people to bring major trauma to professional help where available.

This workbook is not yet in use; it will go back through the H&I committee and then to other relevant committees (e.g., Literature, Communications) before any final approval or rollout.

### ***How to Tell Your Story Pamphlet***

Russell G presented how this pamphlet responds to a long-standing request from the fellowship: something simple to hand a new H&I speaker or sponsee before their first panel.

Key points:

- The project originated from repeated questions:
  - “How do I prep my sponsee for H&I?”
  - “What should I say the first time I share in a facility?”
- Work began in 2020 and has taken about five years of drafting, review, and collaboration.
- Developed jointly with the Literature and Communications committees, with deliberate effort to:
  - Remove jargon and insider language.
  - Make it usable for someone with very little time sober, if the local H&I requirements allow that.
  - Lay out a clear, step-by-step approach to telling one’s story in a way that is:
    - Honest and hopeful
    - Not graphic or triggering
    - Focused on experience, strength, and hope
- Final formatting was completed during the conference and the pamphlet is being posted to the website for download.

### **HiPi Collaboration (H&I + PI&O)**

David K, H&I Secretary, (CO) explained how the “HiPi” is a joint collaboration between H&I and Public Information & Outreach (PI&O):

- The name comes from HI (H&I) + PI (PI&O).
- Purpose:
  - Share information and priorities between the two advisory committees.
  - Identify projects where carrying the message into institutions and reaching the public/professionals overlap.



- Avoid duplicating efforts and make sure requests that come in (e.g., from facilities or professionals) get routed to the right group.

The group plans to meet monthly:

- 4th Saturday, 11:00 a.m. Eastern / 8:00 a.m. Pacific
- Membership includes representatives from both advisory committees.

Historically, HiPi has tended to emerge when new chairs rotate in and then quietly fade. The intention now is to keep it active and stable as a regular part of how the two committees coordinate.

## Looking Ahead – 2026 Goals & Projects

Mike outlined several goals and initiatives “on the horizon”:

- Books in Every State
  - The committee is very close—only a small handful of states remain without CMA books in at least one facility.
  - The goal is to have CMA literature physically present in a facility in every U.S. state by 2026.
- Sober Cell (Spanish Edition)
  - A Spanish version of *From the Inside Looking Out: A Sober Cell* is in its final stages.
  - Special thanks were expressed to San Jose and the Literature Advisory Committee for their work reviewing and refining the translation.
- Additional Tablet Content Providers
  - Beyond MaxxContent, the committee wants to approach other tablet companies used in correctional systems.
  - H&I will work on relationship-building and initial outreach, with Executive assisting on legal agreements where needed.
- Sponsorship by Mail – Implementation
  - Once the workbook and guidelines are finalized and approved, the committee hopes to launch a formal sponsorship-by-mail option:
    - As an opt-in for incarcerated people, never imposed.
    - Always with:
      - The pen pal’s informed consent
      - Time and sobriety guidelines
      - Clear boundaries for safety and scope (not therapy).
- Website & H&I Tools – Full Update
  - Implement the consolidated website structure and updated content described earlier.
  - Make H&I tools much easier to find, especially for new trusted servants.
- H&I Resource “Podcasts” on SoundCloud



- Convert the existing H&I orientation video into an audio-only format.
- Potentially create short audio resources such as:
  - “H&I orientation”
  - “How to break into jail” (i.e., how to approach facilities to start meetings)
  - Other practical topics for H&I volunteers
- These would be posted to SoundCloud and linked from the H&I page as training tools.

## Committee Structure & Meeting Information

The chair expressed deep gratitude to all committee members, including those who regularly attend with children in tow, noting the extra effort this takes and the value of their participation.

Roles on the committee include:

- Chair, Vice Chair, Secretary
- Treasurers
- Jail Liaisons
- Pen Pal Matchmaker
- “Bulldogs” (who handle persistent tasks and follow-through)
- Liaisons to Communications, Literature, DEI, and PI&O
- Advisor(s) and general members (including international members)

## H&I Advisory Committee Call Info

- When: 4th Saturday of each month
  - 8:30 a.m. Pacific
  - 9:30 a.m. Mountain
  - 10:30 a.m. Central
  - 11:30 a.m. Eastern
  - Plus global equivalents (16:30 GMT, etc.)
- Jail Workgroup: Meets 30 minutes prior to the main call.
- Who can attend: All CMA members are welcome. Delegates were specifically asked to pass this on to local H&I folks.
- Zoom: Meeting ID 925 0767 1325
- Contacts:
  - Chair: mike.f@cmagso.net
  - Vice Chair: rob.b@cmagso.net
  - Secretary: hi.secretary@cmagso.net

## Questions and Comments

### Sponsorship by Mail vs. Pen Pal Program & Terminology

A **Delegate from Chicago** asked two related questions:

- Will the sponsorship-by-mail program replace the Pen Pal Project, or is it an added layer?



- Mike clarified that sponsorship-by-mail will be part of, not a replacement for, the Pen Pal Project.
  - It would be offered only when an incarcerated person explicitly requests stepwork, and only with the outside pen pal's informed consent.
  - The Pen Pal Project will continue to exist for letter-based support and connection even when sponsorship is not appropriate or desired.
- Language for people who are incarcerated.
    - The Delegate shared that in their professional context, a helpful term is “people who are justice-involved”, which many find more humane and palatable.
    - The committee thanked them for the suggestion and noted that “justice-involved people” will be considered alongside terms like “incarcerated individuals” as the handbook and other materials are updated for more inclusive, respectful language.

### **Tablets in Jails – How to Know Where CMA Is Available**

A member from **Florida** asked:

Is there a way to find out which jails have tablets and give people access to CMA books or speaker recordings?

Mike responded:

- It is logistically difficult to track exactly which specific facilities use which tablet systems at any given time.
- For the current provider (MaxxContent):
  - CMA literature is available for free wherever that system is installed.
  - Incarcerated people do not pay for access to our materials.
- The committee does have the technical ability to upload speaker recordings in the future and plans to do so once analytics confirm that people are actually engaging with our written content.
- There is no public map yet of “which jails have CMA on tablets,” but this is an area they are watching as relationships with providers deepen.

### **Sponsorship-by-Mail & Collaboration with Other Committees**

A **district committee member and PI&O chair from San Diego** commented that sponsorship-by-mail relationships are already happening informally and asked:

Has there been any collaborative work with Communications (or other committees) on the future workbook, since you're already doing some of this work?

Mike replied:

- The structured Sponsorship-by-Mail program is not yet launched; what exists now are informal sponsorship relationships happening by letter.
- The workbook itself is new and still undergoing internal refinement.
- The breakout work was an early step to tighten language and safety guidance, especially for jail/prison environments.



- Collaboration with Communications (and Literature) on formatting, presentation, and possible broader use is absolutely expected, but will happen once the H&I committee finishes this round of content revisions.

### **Trauma-Informed Language & Therapy Terms in the Workbook**

A **member from Nevada** (who sponsors someone recently sentenced to prison) raised a more detailed concern:

- She appreciated the emphasis on being trauma-informed, and agreed that sponsors are not therapists and should avoid handling “big-T” traumas directly.
- Her concern was specifically that the introduction of the draft workbook:
  - Explicitly referenced therapeutic models such as Acceptance and Commitment Therapy (ACT), Cognitive Processing Therapy (CPT), and Emotionally Focused Therapy (EFT) as influences.
- She asked whether including those references might:
  - Blur the boundary between sponsorship and clinical therapy, or
  - Suggest that sponsors are using, or qualified to use, formal therapeutic techniques.

### **Response & discussion:**

- The workbook’s primary author explained his intent:
  - When he says “trauma-informed,” he means staying in our lane as sponsors:
    - Not asking sponsees to revisit or inventory major traumas.
    - Not assigning responsibility where there is none (e.g., childhood abuse, sexual assault).
    - Encouraging sponsees to take those topics to qualified professionals rather than sponsors.
  - The workbook is designed to avoid re-traumatization and to emphasize safety and spiritual principles in a mail-based format.
- The member clarified that while she agrees with that posture, her specific discomfort is with naming particular therapies in CMA literature at all, even as influences.
- The chair acknowledged that:
  - The workbook is still a draft and has not been approved or published.
  - H&I will continue to revisit the introduction and language in light of these concerns.
  - Any final version will be carefully vetted by H&I, then shared with other advisory committees (e.g., Literature, Communications) before it is recommended for use.
  - The feedback about therapy references and scope-of-practice boundaries is taken seriously and will be part of the next round of revisions.
  - The member indicated she would be happy to continue that discussion with the committee outside the session as the workbook evolves.



# Conference Committee Report

Paul C., Conference Committee Chair, Southeast Regional Trustee, (FL)

## Overview & Purpose

Paul, presented an overview of how the 2025 General Service Conference in Portland was organized, delivered, and supported.

He emphasized that much of the committee's work is "behind the scenes": hotel and catering coordination, A/V, registration, volunteers, and technology support that allow the conference and assembly to run smoothly.

### Venue & Hotel Partnership

The 2025 Conference was held at a Hilton property in downtown Portland.

Key points from Paul's report:

- The hotel sales representative extended government-level pricing, which made it financially possible to provide:
  - Six coffee breaks
  - One breakfast
  - One lunch
- An on-site event manager and a broader hotel event team supported logistics throughout the weekend.
- Paul specifically encouraged participants to leave positive online reviews for the hotel and to mention the staff contacts who helped make the event possible, as a way of expressing the fellowship's gratitude.

### Conference Committee Structure

The Conference Committee is made up of trusted servants with defined functional roles. According to the slide, roles include: Chair, Co-Chair, Secretary, Registration, Merchandise, various liaisons (Finance, PI&O, H&I, DEI, Executive, GSC), and Tech/Workgroup support.

From the floor presentation, Paul highlighted:

- The Chair coordinates the overall conference planning and works closely with host cities.
- A Co-Chair and Secretary support planning, communication, and documentation.
- Registration manages attendee sign-ups and on-site check-in, and was described as "registration plus" due to the wide scope of this role.
- Merchandise was run by someone who also supported the Portland local committee.
- A Tech/Zoom workgroup handled hybrid/Zoom and A/V needs.
- Liaisons connect the Conference Committee with:
  - Finance Advisory
  - Executive
  - PI&O
  - H&I
  - DEI
  - GSC leadership



Paul repeatedly acknowledged that he depended heavily on this team—especially registration and tech support—both for emotional support and for the practical work of making the weekend run.

### **Local Host City & Volunteers – Portland 2025**

The slides and report recognize a Portland Host Committee with roles including: conference chair, entertainment, fundraising & volunteers, speakers, hotel venue & swag, hospitality suite, and a member-at-large position.

Additional detail from Paul’s remarks:

- The local committee was responsible for:
  - Fundraising in advance of the event
  - Assembling and coordinating the volunteer pool
  - On-site operations (snack shopping, room changes, set-ups, hospitality, etc.)
- Paul specifically noted that:
  - Approximately 13 local volunteers were on shift that day.
  - He had requested early in the weekend that all volunteers wear name tags, so that Delegates could thank them personally.
- A separate slide listed the “Magnificent Portland Volunteers”, showing a roster of local members who staffed registration, hospitality, and other functions throughout the conference.

During the report, Paul:

- Asked the local volunteers present to stand, and the assembly offered applause and thanks.
- Repeatedly stressed that without the local committee and volunteers, the conference would not be possible.

### **Host City Chairpersons & Conference Rotation**

The presentation identified current and future host-city chairs as follows:

- 2025 – Portland, Oregon (current conference)
- 2026 – San Francisco, California
- 2027 – Omaha, Nebraska
- 2028 – To be determined (discussions underway with at least one East Coast city)

Paul invited any areas interested in hosting the 2028 conference to contact him.

### **2026 Conference – San Francisco Preview**

The Chair provided an early preview of next year’s conference:

- Dates: November 5–8, 2026 (Wednesday–Sunday)
- Location: Downtown San Francisco
- Venue: Marines’ Memorial Club & Hotel, a boutique, historic/Americana-style property.



- The hotel is relatively small, and CMA is expected to occupy a large percentage of the property, which should give the event a strong, unified fellowship feel.
- Breakfast is included for guests staying at the conference hotel.
- The Conference Committee plans to negotiate additional group meals (such as lunches) similar to Portland, subject to budget and hotel agreements.
- Slides displayed sample room images and the dining space at the penthouse level, where meals and some sessions are expected to be held.

## 2026 Theme & Logo

The 2026 conference theme and logo are already selected:

- Theme: *“Peace, Love, and Service”*
- The slide showed a completed logo and branding for this theme.

Paul encouraged Delegates and attendees to “save the date” now and to start planning to attend.

## Questions and Comments

- Invitation for Constructive Feedback
  - Paul noted that while much of the feedback he received during the weekend was positive, he welcomes critical or constructive feedback as well.
  - He stressed that:
    - He wants to “make this better for all of us.”
    - If anyone believes something could be improved—logistics, food, flow of sessions, registration, etc.—they are encouraged to:
      - Speak with him directly, and/or
      - Provide that feedback in the post-conference survey.
- Post-Conference Survey
  - Paul referenced the annual conference survey, which will again be distributed after the event.
  - Another member briefly confirmed that the survey format used in prior years will be used again, and that it will be sent out “soon.”
  - Paul and the committee will use this feedback to adjust planning and logistics for San Francisco and beyond.
- Questions from the Floor
  - No specific questions or concerns were raised at the mic.
  - The report closed with thanks to the Conference body for allowing the committee and host city to be of service.

The Conference Committee report concluded with:

- Thanks to:
  - The Portland Host Committee and volunteers.
  - The GSC Conference Committee members and liaisons.
  - The hotel partners and staff.



- A reminder to save the dates for San Francisco 2026 and to watch for the post-conference survey.
- The Chair of the GSC Jon M. added a final word of thanks and indicated that the standard survey process would again be used this year.

**Conferenced Adjourned at 12:22 p.m.**



# Appendices



## Service Structure

Crystal Meth Anonymous

### A Brief History of CMA

1994 - Bill C. starts CMA with the first meeting in California

1997 - The seven CMA groups in LA form the General Service Committee and begin the process of legally incorporating Crystal Meth Anonymous.

2008 - First General Service Conference held in Park City, Utah

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

2024 - CMA celebrates its 30-year anniversary

#### Service Structure According to Rob



# Who has the Power?

- ✓ The spiritual context
- ✓ The literal structural answer
- ✓ The deeper meaning
- ✓ What the structure *protects us from*

✓ **1. SPIRITUAL TRUTH:**  
**Power in CMA Isn't Authority – It's Responsibility**

CMA's service structure is built on spiritual paradox:

**No person or body has "power" over the Fellowship.  
 But everyone in service has responsibility to the Fellowship.**

**Tradition Two**

*no governing authority; trusted servants serve, they don't command*

**Concept One**

*ultimate authority resides in the collective conscience of the Fellowship*

**The Conference Charter**

*Conference is a spiritual body, not a government*

**Tradition Nine**

*"CMA ought never be organized" in the authoritarian sense*



## So the spiritual answer is:

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- Power belongs to the Fellowship as a whole — expressed through group conscience — and everyone else has a job to support that conscience.

### ✓ 2. STRUCTURAL TRUTH: The Groups Hold the Ultimate Authority

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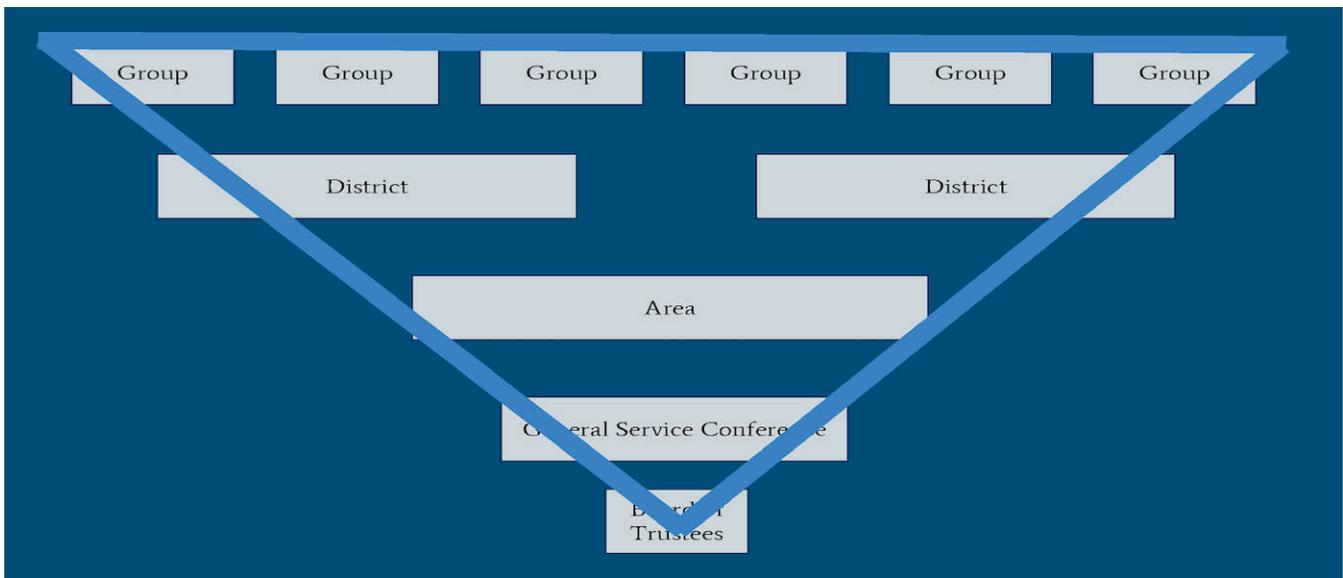
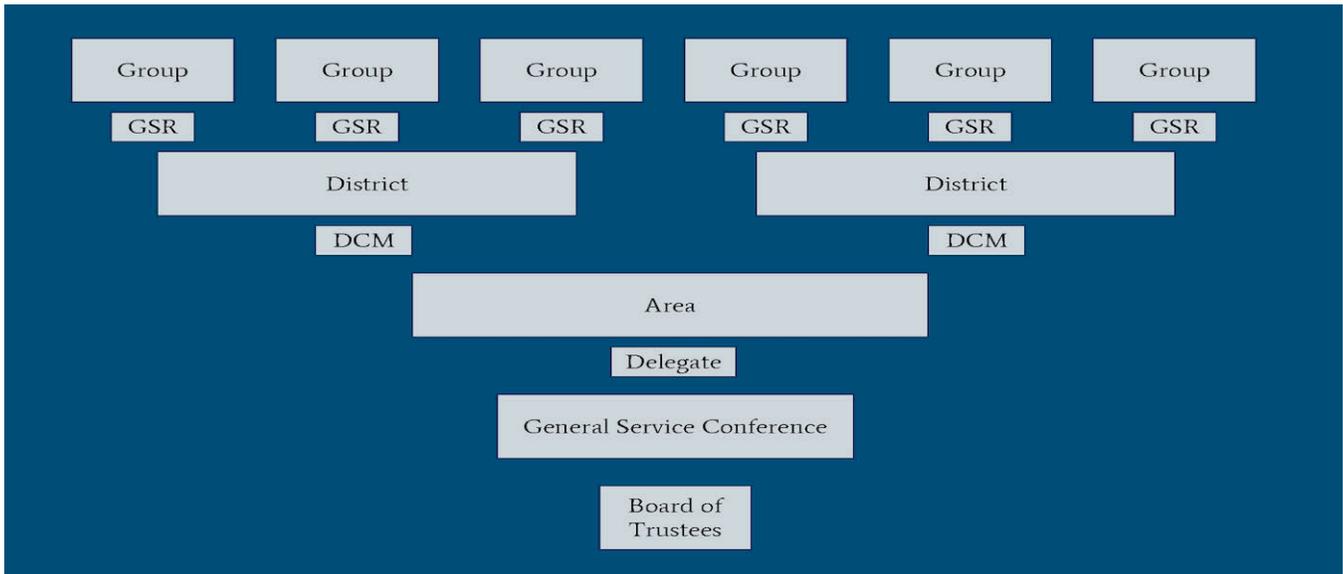
- The Fellowship = **the groups**.
- Not the Board.
- Not the Conference.
- Not the Area.
- Not the District.
- Not any personality.

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**The real “top” of CMA is the groups, because the entire structure exists to serve them.**

**The Board and Conference sit at the bottom — not to command, but to carry out the conscience of the groups.**





### Board of Trustees

- Legal/business body
- Executes Conference guidance
- Manages operations
- Ensures services continue
- Cannot override group conscience

### General Service Conference

- Spiritual body
- Holds final responsibility
- Guardian of Traditions/Concepts
- Advises the Board
- Not a governing or executive body

*The Conference expresses the conscience; the Board carries it out.*





### ✓ 3. WHAT THIS REALLY MEANS

- ✓ 1. Power flows *upward*, not downward.
- ✓ 2. The Conference does not “rule.”
- ✓ 3. The Board does not “govern.”
- ✓ 4. No one in CMA can command anyone else.
- ✓ 5. The entire structure functions only when humility is practiced at every level.

### ✓ 4. THE BIGGER MESSAGE: CMA Is Designed to Prevent Abuse of Power

“We do not trust individuals with power — but we trust the collective conscience.”

**Right of Decision (Concept 3)** ensures trusted servants can act responsibly, not politically

**Right of Participation (Concept 4)** prevents power hoarding

**Right of Appeal (Concept 5)** protects minority voices

**Concept 12** warns against money, property, prestige, and personal punishment

**The Charter** keeps the Conference spiritual, not legislative



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CMA's structure protects the Fellowship from ego, control, and personality — including our own — so the addict still suffering always comes first.

CMA's structure protects the Fellowship from ego, control, and personality — including our own — so the addict still suffering always comes first.

**\*\*"CMA's service structure is a spiritual ecosystem.**

Not a hierarchy.  
Not a corporation.  
Not a chain of command.

**Power begins with the addicts and the groups.** Conscience rises through trusted servants.

Wisdom is shaped at the Conference.

Action is implemented by the Board.  
**The Traditions protect unity.** The Concepts protect balance.

The Charter protects direction.

**When we understand this flow** — we don't just 'do service.' We honour the spiritual heartbeat of CMA."



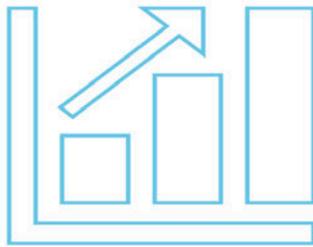
# Appendix B: Treasurer's Report Presentation



2025

CMA  
General Service  
Conference

Portland, OR



## Financial Update

FY 2025  
(7/1/24 - 6/30/25)

### Concept XII



Reminds us that "sufficient operating funds and reserve be our prudent financial principle"



This means that we can **only do what we can afford**, exercising caution when allocating our limited resources



## KEY OBSERVATIONS - POST-COVID FINANCIAL RECOVERY



FY2021 reflects the lingering impact of the COVID-19 pandemic, when reduced in-person meetings kept both revenues and expenses unusually low.



FY2021-FY2023: Activity expanded rapidly as conference, travel, and outreach efforts resumed, driving higher revenues but also a sharp rise in operating costs as normal activities returned.



FY2023-FY2025: Expenses reached a high in FY2024 as we increased spending in committees and technology, then settled back to normal levels in FY2025.



Overall: The period shows a clear transition from pandemic-limited operations to a stable post-COVID financial footing supported by strong revenue recovery and controlled expense growth.

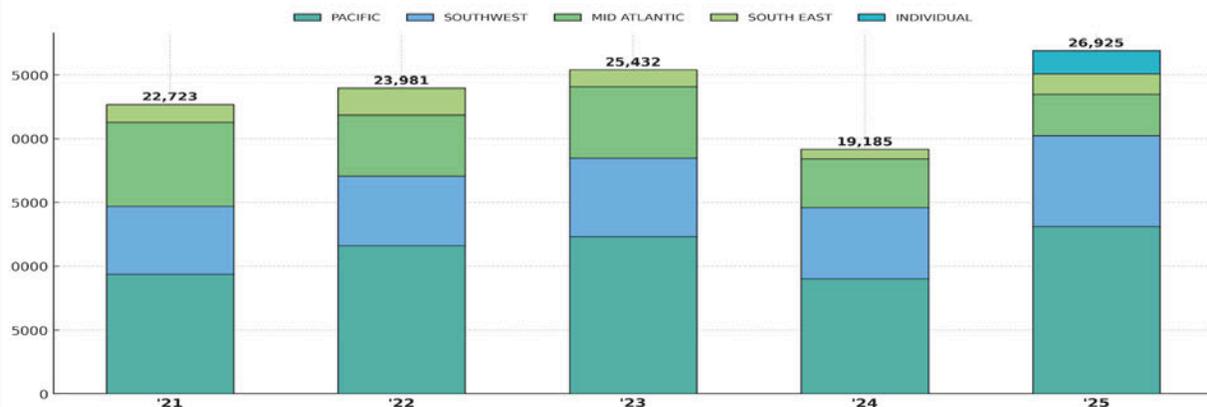
## REVENUE & EXPENSES SUMMARY (FY'21-FY'25)

After a one-time cost peak in FY2024, FY2025 closed with a **healthy surplus**.

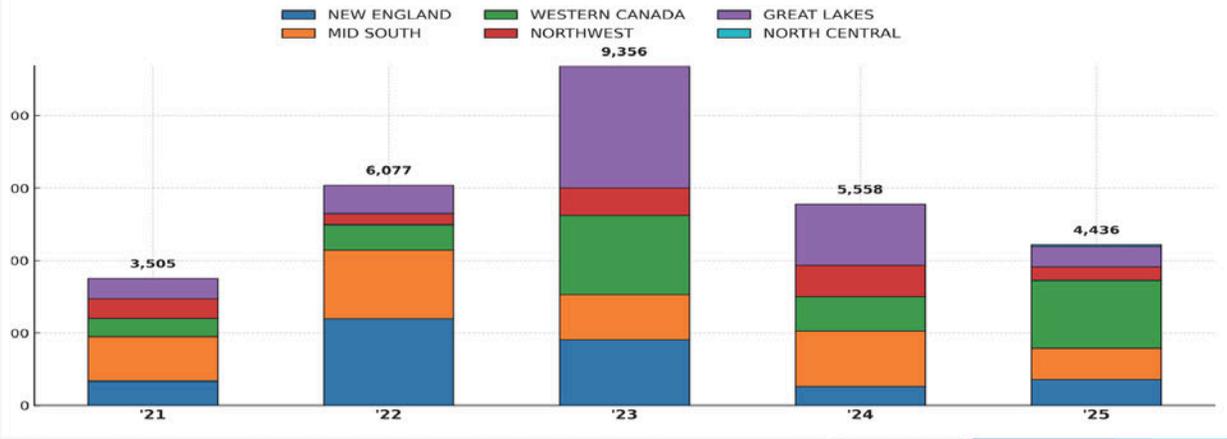
CATEGORY	FY21	FY22	FY23	FY24	FY25
Total Revenue	92,514	93,537	110,643	107,999	125,524
Net Revenue	74,415	58,993	79,000	73,678	81,238
Total Expenses	40,468	59,091	72,423	77,635	72,558
Net Revenue Over Expenses	33,946	-98	6,577	-3,957	8,680*

\* Distributed to Travel & Prudent Reserve

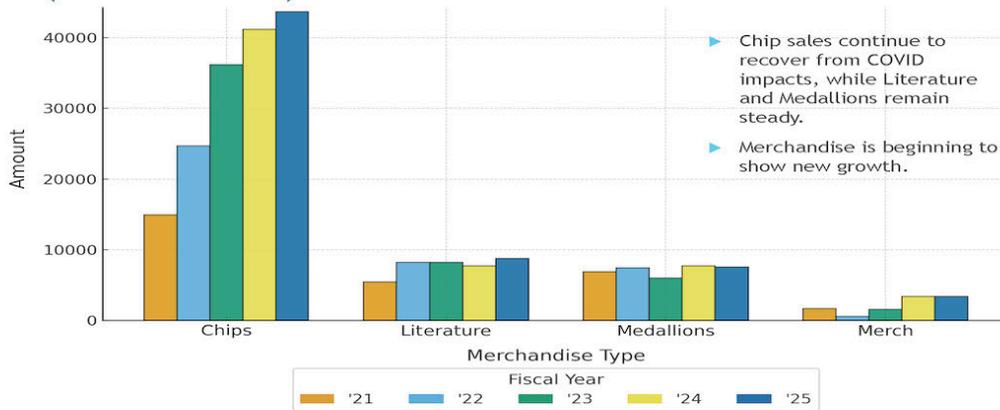
## WHERE OUR SEVENTH TRADITION COMES FROM (FY'21-FY'25)



## WHERE OUR SEVENTH TRADITION COMES FROM (FY'21-FY'25)



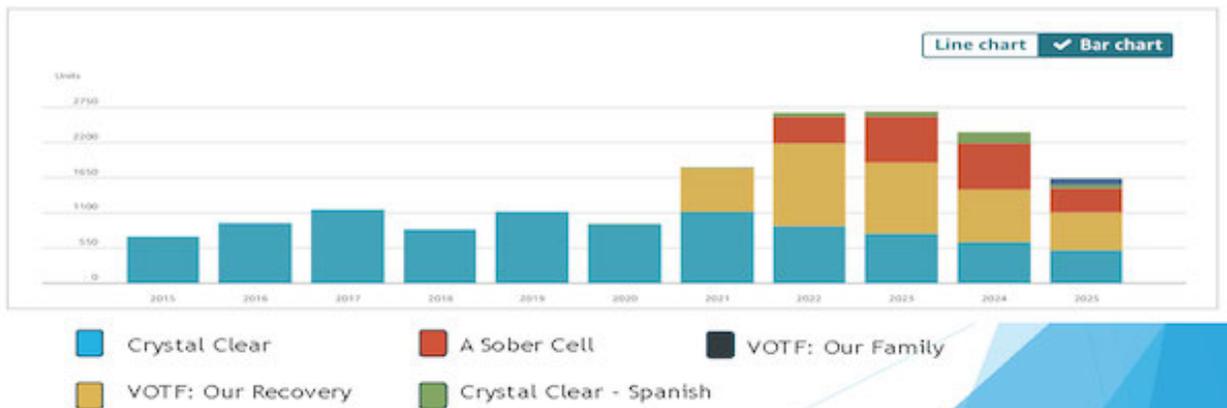
## HOW MERCHANDISE HELPS FUND OUR WORK (FY'21-FY'25)



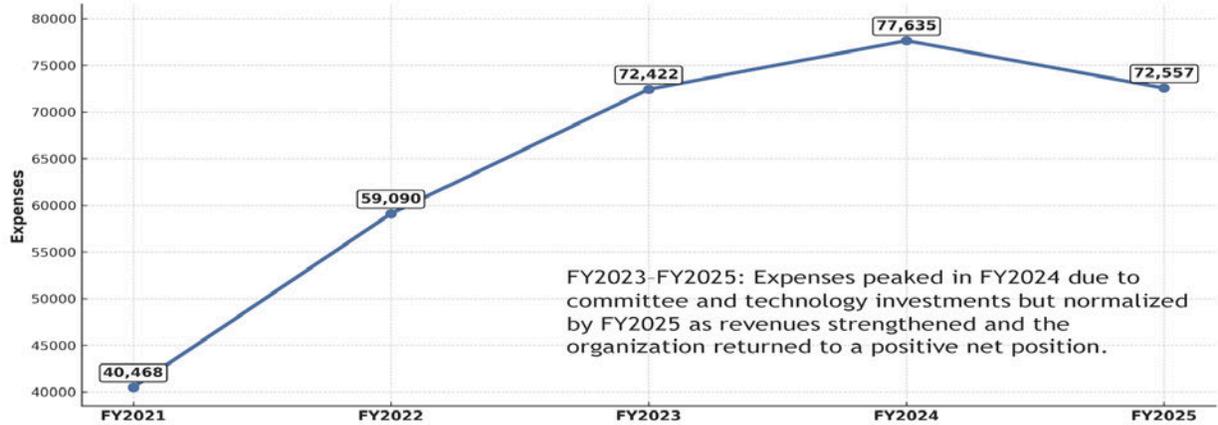
## EVOLUTION OF OUR LITERATURE SALES ON AMAZON ('15-'25)

Units Processed  
**16,886**

All 5 books  
Feb 28, 2015 - Nov 6, 2025



## MANAGING OUR SPENDING RESPONSIBLY (FY'21-FY'25)



## EXPENSE TRENDS (F'21-F'25)

Category	FY21	FY22	FY23	FY24	FY25
Travel	1,896	22,457	24,000	26,659	26,614
Conference Expenses	7,778	14,056	16,083	10,055	16,390
Software & Postage	14,964	2,188	11,046	15,151	9,719
Committee Requests	966	1,727	6,948	6,693	4,863
Legal & Professional Fees	5,730	5,942	3,211	5,990	4,604
Archival & Historical	2,024	2,628	2,631	2,973	3,530
Bank & Credit Card Fees	2,527	2,358	2,682	2,754	3,145
Insurance	2,293	2,413	2,393	2,648	1,506
Other	411	1,933	1,491	2,142	1,405
Web Hosting & Phone	1,879	3,389	1,939	2,570	781
<b>Total Expenses</b>	<b>40,468</b>	<b>59,091</b>	<b>72,423</b>	<b>77,635</b>	<b>72,558</b>

## WHAT DROVE OUR FY'24 COST SPIKE

Category	FY 21	FY 22	FY 23	FY 24	FY 25	Notes
Hospitals & Institutions	0	596	1,800	● 3,178	3,090	Significant jump in FY 2024 - More books
Legal & Professional Fees	5,730	5,942	3,211	● 5,990	● 4,604	2024 legal fees for contracts
Software & Postage	14,964	2,188	11,046	● 15,151	● 9,719	App move to maintenance mode
Web Hosting & Phone	1,879	3,389	1,939	● 2,570	● 781	Multi year payment In 2024



## FY'26 BUDGET OVERVIEW



The FY2026 Budget builds on post-COVID financial recovery and operational stabilization. It reflects the organization's ongoing commitment to aligning spending with sustainable revenue.



Total Revenue: Projected \$126,000 for FY2026 – a modest increase over FY2025, consistent with the strong recovery in merchandise. Revenue is expected to remain steady stabilize following the growth rebound.



Net Revenue: Budgeted at approximately \$82,000, maintaining a balance as the organization continues to recover from FY2024's expense surge. This indicates a disciplined approach.



Total Expenses: Planned \$73,000 in FY2026, which aligns closely with FY2025 actuals and remains well below the FY2024 peak.



Net Revenue Over Expenses: Projected positive balance of roughly \$9,000, continuing the stabilization trend seen in FY2025 and confirming that the organization has regained a sustainable financial footing.

## Balance Sheet As of June 30, 2025

	Total
<b>ASSETS</b>	
Total Bank Accounts	\$112,679
Chip Inventory	\$41,042
Medalion Inventory	\$14,325
Prepaid Expenses	\$5,000
<b>Total Assets</b>	<b>\$ 173,047</b>
<b>LIABILITIES AND EQUITY</b>	
Total Current Liabilities	\$2,759
Retained Earnings	\$161,530
Net Income	\$8,758
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$ 173,047</b>

Friday, Nov 6, 2025 05:59:00 PM GMT-7 - Cash Basis

Our  
Financial  
Position

## The Prudent Reserve

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

2024 FY Budgeted Expenses	\$72,557
<u>Prudent Reserve</u>	<u>\$61,054</u>
Reserve Percentage	84% - 10.1 Months

We're strengthening our reserve with an additional **\$1,943**, keeping us within our goal of 10-12 months of operating funds.



## Looking Ahead

- Our finances are strong, stable, and mission-focused.
- Healthy reserves and disciplined operations.
- Revenue and spending are aligned with service goals.
- Continuing sound stewardship for future growth.
- We are entering FY'26 with a conservative budget and healthy reserves.

## Where spirituality and money coalesce...

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

### Donations

Venmo - @CMA-GSC

CashApp - \$cmagsc

Zelle - treasurer@cmagso.net

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

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

### Questions?

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



## Appendix C: Finance Committee Presentation

# 2025 GSC Finance Advisory Conference Committee

November 7, 2025

### FAC Overview and Scope

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

### FAC Activities

- 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 12 Traditions and applicable laws
  - ◆ Management, maintenance and protection of assets
  - ◆ Liabilities and contingent liabilities
  - ◆ Required financial filings
  - ◆ Ensuring that receivables are collected in a timely manner
  - ◆ Ensuring that invoices and other payments are processed in a timely manner



## FAC Activities (continued)

- ▶ 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:  
Odene Tuleck (780) 907-5904  
odene.t@cmagso.net

## 2025 FCC Committee Members

- ▶ Odene T (T) - Chair
  - ▶ Zach D (D) - Co-Chair
  - ▶ Joe A (D) - Secretary
  - ▶ Mark M (T) - Board Treasurer
  - ▶ Yvonne W (F) - Fulfillment
  - ▶ Rychele C (D)
  - ▶ Bob B (D)
  - ▶ David C (D)
  - ▶ Victor M (F)
  - ▶ Gina B (T)
  - ▶ Stephanie Z (F)
- (T) - Trustee  
(D) - Delegate  
(F) - FAC Member



## 2025 Finance Conference Committee Breakout Topics - Agenda

- ▶ **a.) 2026 Town Hall**- the Finance Conference Committee will consider possible topics discuss at the 2026 FAC Town Hall with feedback from the wider fellowship
- ▶ **b.) Delegate Feedback**- the Finance Conference Committee will review and discuss the responses provided by the Delegates to the questions: what are the barriers to donating to the GSC and what do you think the funds are used for
- ▶ **c.) 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
- ▶ **d.) 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

## Topic: 2026 Town Hall

The Committee considered multiple possible topics to be addressed at the FAC 2026 Town Hall meeting

- ▶ Best Practices for Group and/or Area Treasurers
- ▶ Should we even continue to keep this as a topic? Does the fellowship think there is a need for a FAC Town Hall every year?
- ▶ Issues collecting and/or distributing Seventh Tradition funds

## Topic: Delegate Feedback on Action Items

The Committee asked the fellowship as a whole what barriers they have, if any, in donating to GSC-level service and what they believe the funds are used for

### → Used For:

- ◆ Buying chips, medallions, and literature
- ◆ Unsure
- ◆ Pay for overhead expenses (Zoom, SoundCloud, professional fees, etc.)
- ◆ Support for an international organization
- ◆ Putting on the Conference
- ◆ Reimbursing travel expenses
- ◆ Retreats and events
- ◆ Prudent reserve contributions

### → Barriers to Donations:

- ◆ Low Seventh Tradition donations to individual groups and/or Districts
- ◆ Unclear what the funds are used for
- ◆ Perception that GSC is already large and well-funded
- ◆ Not interested in donating to GSC
- ◆ Process for donating feels too complicated
- ◆ Unsure who is supposed to make the donation
- ◆ Don't agree with funding Trustee travel and feel the Conference doesn't need to be in-person

## Topic: Revenue

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

- ▶ Is it actually a problem to be a merch-based fellowship, rather than be supported by Seventh Tradition funds?
- ▶ Leather cover for meditation book
- ▶ Keychains for tokens/medallion
- ▶ Coming up with a "slogan" or "phrase" that is unique to our fellowship for merch
- ▶ Metal water bottles/flasks
- ▶ 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
- ▶ Magnets/Bumper stickers
- ▶ "Birthday Club" (campaign to ask people to donate a certain amount of money on their belly button/sobriety birthday)
- ▶ **HAVE AN IDEA? SEND IT OUR WAY! NO IDEA IS TOO SMALL OR TOO BIG OR TOO "OUT THERE"**

## Topic: Future Planning/Goal Setting

The Conference Committee spent some time considering the direction work for the Committee should take in the coming year

- ▶ Email acknowledgement of receipt of donation
- ▶ Finding a middle ground between being so dependent on merch to fund our spiritual mission having our members sustain us going forward
- ▶ Communicating the use of money as a spiritual tool for action
- ▶ Please send any ideas for the financial direction of the fellowship or questions you may have to: [odene.t@cmagso.net](mailto:odene.t@cmagso.net)

## New Merch!!! Get Yours Now!!!



AND MORE!!!

## Finance Advisory Call Info

Please join us and have your voice be heard every third Thursday of the month at 9:00pm EST/6:00pm PST

Zoom:

<https://zoom.us/j/97515750937>

SWAG/Revenue Generation Workgroup Call occurs the third Saturday of the month immediately following the PI&O call at 1:00pm EST/10:00am PST

Zoom Meeting ID:  
993 9728 9310

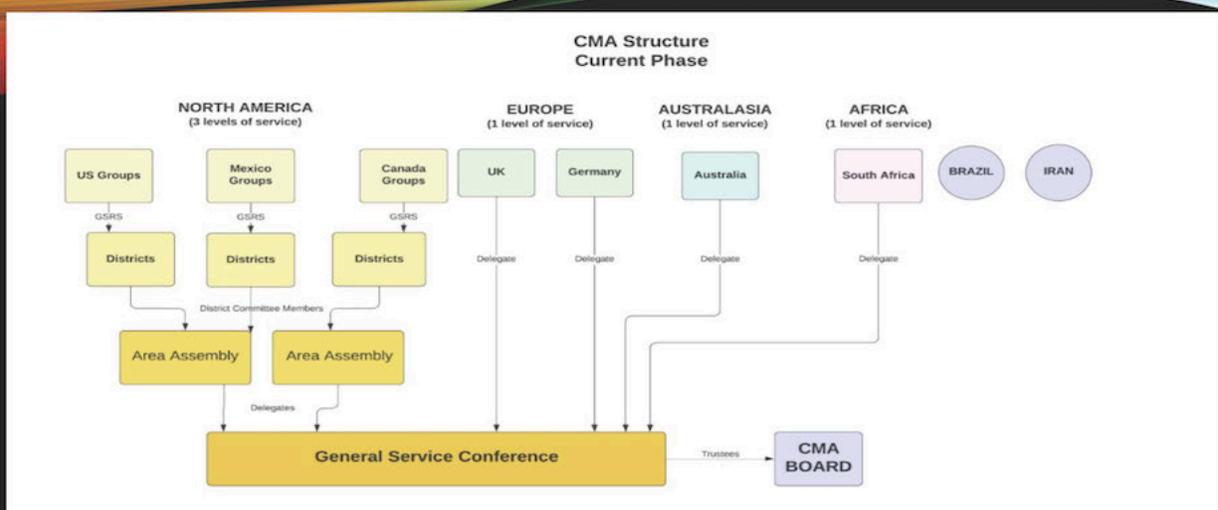
## Appendix D: International Work Group Presentation

# INTERNATIONAL WORK GROUP

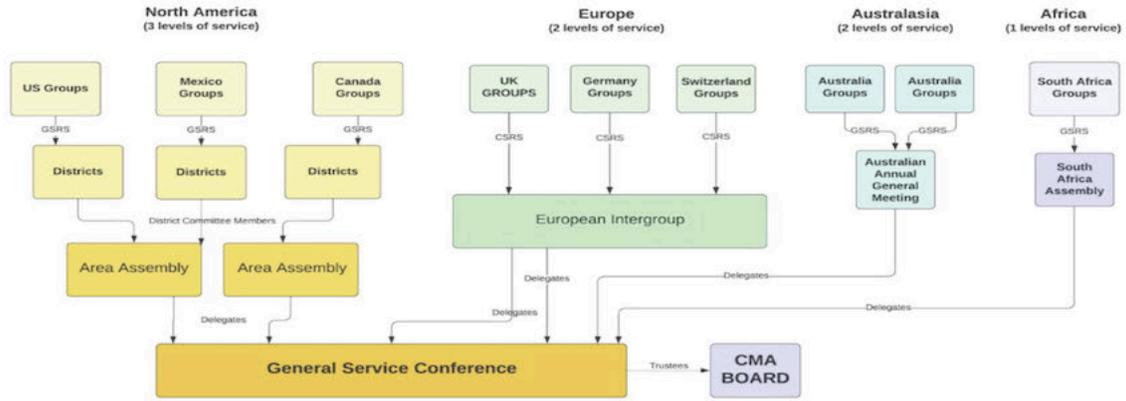
General Service Conference Presentation 11/07/25

## PURPOSE OF THE WORK GROUP

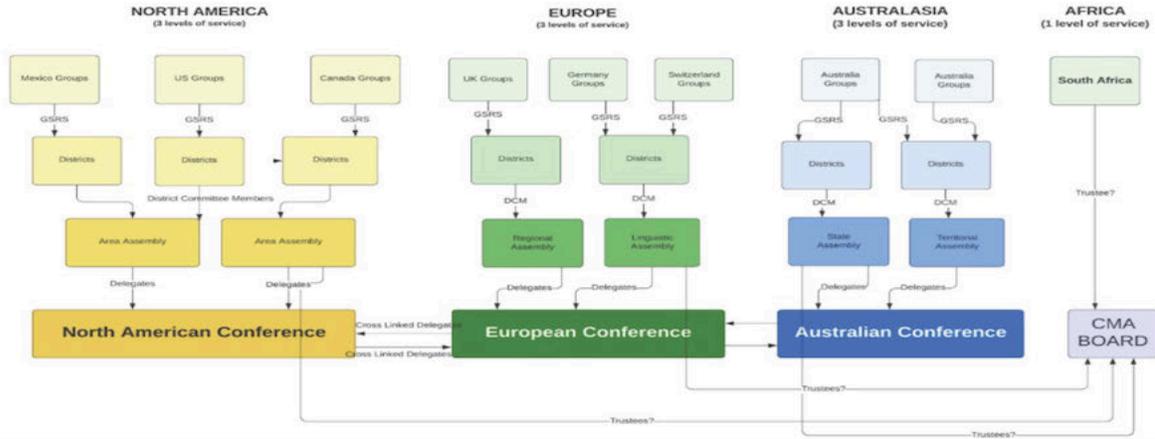
- To continue the effort to develop an international service structure for countries that are outside of the North American Conference of Crystal Meth Anonymous. The service structure was developed and is intended to be used as a model for international fellowships. The goal has always been to guide rather than direct. The understanding is that most fellowships will have to grow into the structure over time, but the framework allows for clear direction in the interim.



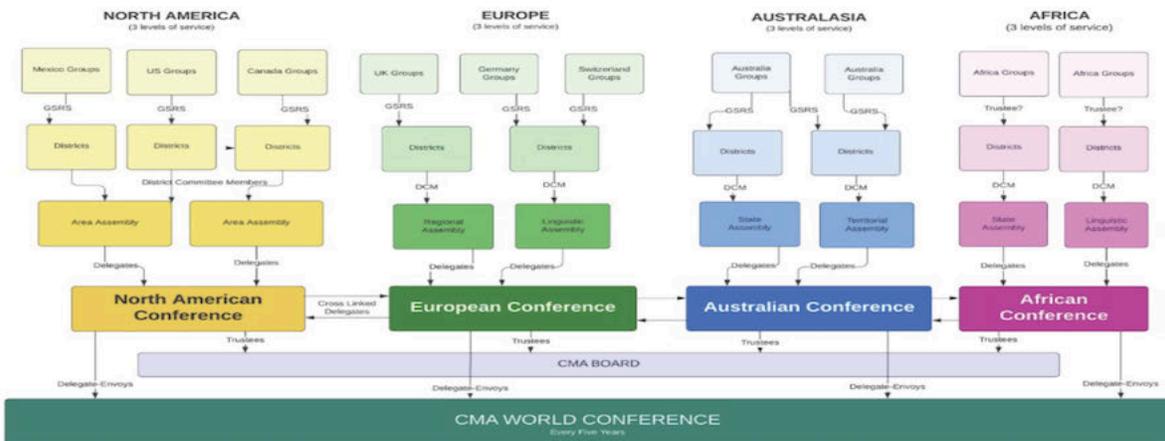
### CMA Structure Transitional Phase



### Proposed CMA Structure Secondary Phase



### Proposed CMA Structure Mature Phase



## CURRENT PARTICIPATION

- Canada
- United Kingdom
- Australia
- Germany
- South Africa
- Nepal
- Russia

## CURRENT PARTICIPATION

- Iran
- Netherlands
- New Zealand
- Switzerland
- Philippines
- Poland
- Norway
- Brazil
- Austria
- Spain

## CURRENT PROJECTS

- Update to the FAQs
  - Work has been continuing on the update to the FAQs that were created in 2022
  - The goal is to ensure they are still relevant, and the message is pertinent to new groups throughout the world
  - Nearly halfway through the review
  - Listed as an agenda point each month (a separate work group meeting was not receiving sufficient attendance)
  - Anticipated to be completed in early 2026



## CURRENT PROJECTS

- International Work Group Welcome Letter
  - The draft of a Welcome Letter from the International Work Group was approved at the last General Service Conference
  - It has been sent to any new contact reaching out from their respective country
  - It provides information about the Work Group, offers support, and invites them to attend the monthly meetings
  - Once the FAQs have been updated, they will be sent together as a Welcome Packet with the International Service Structure Phases for reference

## CURRENT PROJECTS

- Online International Meeting
  - The Slow Learners group in the United Kingdom are willing to sponsor an online international meeting
  - The plan is to host a two different times a day to allow for the most access across all time zones
  - Assistance from the Australian Fellowship has been requested
  - Peter S. is spearheading this project in Australia

## CURRENT PROJECTS

- International Conference/Convention
  - This is still a goal, but the timeframe has been pushed back due to the need for stronger representation from the International Fellowship
  - Anticipating this being two to three years out
  - Will be featured virtually with a potential for hybrid depending on the location



## CURRENT PROJECTS

- Committee Succession Plan
  - The term for the current Chair is ending this year
  - A candidate from the International Fellowship, Richard G., has committed to stand for this position
  - Elections will be held in December
  - This will be the first Chair not to be a member from the North American Conference

## CURRENT PROJECTS

- United Kingdom Hosted Meetings
  - On 03/15/25 the International Work Group Chair led a workshop on the topic of Handling Challenging Behaviors in CMA to members of the London Fellowship
  - On 08/02/25 the International Work Group Chair led a share on the topic of service with the London Fellowship
  - Both meeting were well attended, created an increased relationship with the International Work Group, and furthered the goal of providing guidance from our experience

## INTERNATIONAL WORK GROUP MEMBERS

- Aaron M. – Chair (USA)
- Odene T. – Vice Chair (Canada)
- Robert B. – Secretary (Canada)
- Pete S. – Member (Australia)
- Richard G. – Member (United Kingdom)
- Aron F. – Member (Germany)
- Timo K. – Member (Germany)
- Nabin S. – Member (Nepal)
- Swastic B. – Member (Nepal)
- Anatolli B. – Member (Russia)
- Willie S. – Member (South Africa)
- Reza T. – Member (Iran)
- Jimmie C. – Member (USA)
- Jon M. – Member (USA)



## INTERNATIONAL WORK GROUP MEETING

- The Committee meets on the second Saturday of the month at 4:00 AM PST/7:00 AM EST.
- Zoom Meeting ID: 974 3192 7454
- Passcode: 748000
- Contact can be made with me at [aaron.m@cmagso.net](mailto:aaron.m@cmagso.net) with any questions.



# Appendix E: Communications Committee Presentation



## KEEP SERVICE WEIRD PURPOSE

- DEVELOP, DELIVER AND FACILITATE COMMUNICATION WITHIN THE FELLOWSHIP OF CMA.
  - PROVIDING INFORMATION AND SOLICITING PARTICIPATION AND INPUT FROM ALL AREAS OF SERVICE.
  - MANAGING THE CMA WEBSITE CRYSTALMETH.ORG.
  - ESTABLISHING RECOMMENDED GUIDELINES FOR COMMUNICATION.

## KEEP SERVICE WEIRD SERVICES PROVIDED

- CRYSTALMETH.ORG
- CMASERVICE.ORG
- NEWSLETTER
- COMMUNICATIONS EMAIL
- SPEAKER RECORDINGS
- DELEGATE PACKET
- CONFERENCE REPORT
- MEETING LISTS
- COMMUNICATION PROCESS
- CMA APP
- PICO WORKGROUP
- TECH WORKGROUP





**KEEP SERVICE**  
**THE STUFF YOU NEED**  
**AS A DELEGATE:**



**KEEP SERVICE**

**INTERACTIVE TIME**

**LETS WORKSHOP IT!**



# KEEP SERVICE

## INTERACTIVE SESSIONS

SPEAKER RECORDINGS

TECH WORKGROUP

PICO WORKGROUP

# KEEP SERVICE

## SPEAKER RECORDINGS

BRANDON S., SPEAKER RECORDING CHAIR

SCAN CODE TO JOIN THE TEAM



SUBMIT YOUR  
SPEAKER  
RECORDING

HEAR OUR  
STORIES



# KEEP SERVICE

## CMA WEB GROUP

THE WEB GROUP IS NOT JUST ABOUT TECH

What the Web Group does, and needs:

Content Over Technology



# KEEP SERVICE WEB GROUP

## CMA TECH WORK GROUP

BACH P., GINA B., PETE S.

How do you feel the Website is working for your committee:

Related to their content of the website, what are some of the things we should:

- Keep Doing (Things that are working for you)
- Start Doing (Things that may work for you)
- Stop Doing (Things that don't work for you)



# KEEP SERVICE DELEGATE SPEED ROUND

HIT US WITH YOUR FELLOWSHIP FEEDBACK, QUESTIONS, OR REQUESTS FOR OFFERINGS

**2 MINUTES OR LESS PER PERSON  
UNTIL THE RED TIMER GOES OFF**

AFTER THAT, "CATCH US OUTSIDE"



2025 CMA GENERAL SERVICE CONFERENCE  
PORTLAND OR



KEEP SERVICE  
WEIRD



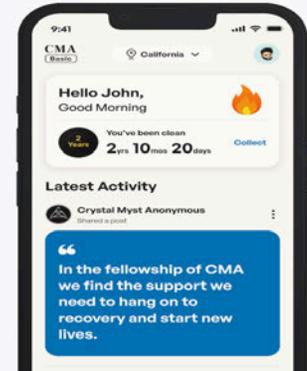
# Appendix F: App Presentation



OCT 2025

## CMA App Feature Deck

Designing a More Supportive Digital Journey



### AGENDA

- 01 Modernized Onboarding Experience
- 02 Frictionless Login Experience
- 03 Redesigned Home Dashboard
- 04 Modern Circles Interface
- 05 Updated Meeting Finder
- 06 Speaker & Resources

### Splash & Onboarding Screen

## Modernized Onboarding Experience –

### Simplified & Welcoming

**Objective:** Enhance first impressions and create an inviting, emotionally supportive entry point for users starting their recovery journey.

#### New Experience (After):

- Calming neutral tones with modern typography and rounded edges for a soft, safe feel.
- Welcoming message introducing Crystal Meth Anonymous and its supportive mission.
- Clear call-to-action (“Continue”) for frictionless progression.
- Humanized design that builds trust and encourages engagement from the first screen.



Login and OTP Screen

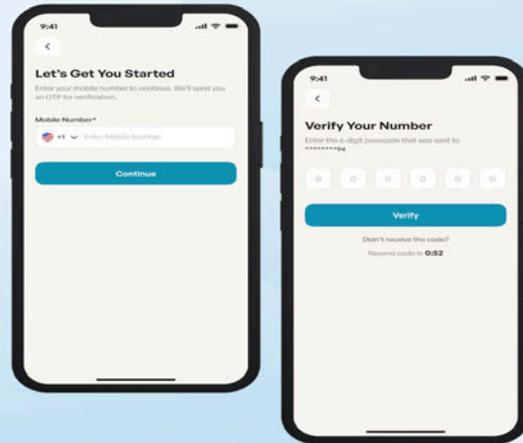
## Frictionless Login Experience –

### Fast, Secure, and Modern

**Objective:** Simplify the sign-in process and make access faster, especially for users who may prefer quick, password-free verification.

**New Experience (After):**

- Replaced with mobile number + OTP verification for instant access.
- Minimal fields and clean layout reduce cognitive load.
- Clear feedback messages and a progress timer during verification.
- Consistent UI hierarchy — large CTA buttons, subtle background, and better spacing.



Profile Setup Screens

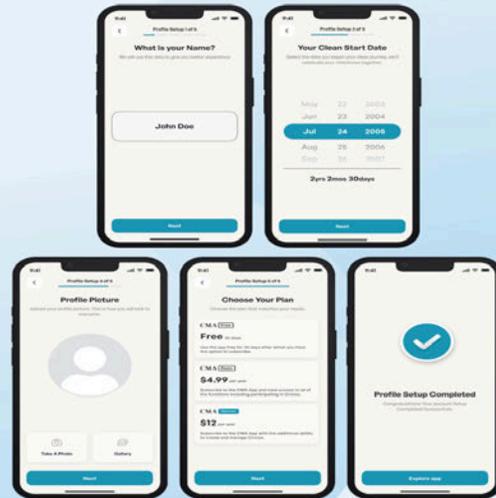
## Interactive Profile Setup –

### Guided, Personal, and Motivating

**Objective:** Transform the traditional static sign-up form into an engaging, step-by-step experience that personalizes the journey from the start.

**New Experience (After):**

- Step-by-step guided setup (1 – 5) for better focus and motivation.
- Dynamic inputs like date pickers, avatars, and plan selection cards.
- Progress bar that builds a sense of achievement.
- Contextual messages that make the process feel human and supportive.
- Clean, minimalist visuals that maintain emotional calmness and accessibility.



Location Modal & Dashboard

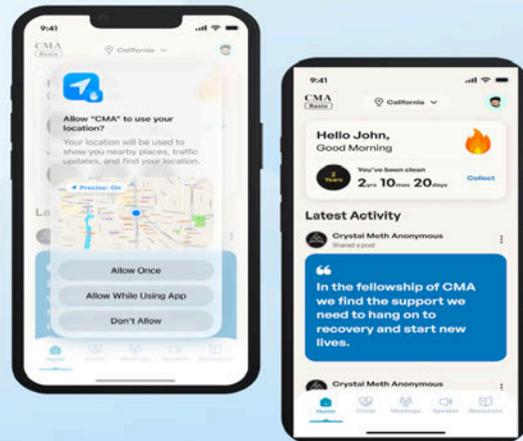
## Redesigned Home Dashboard –

### Personalized, Motivational & Context-Aware

**Objective:** Create a more interactive and emotionally uplifting home experience that reflects user progress, encourages engagement, and adapts based on location.

**New Experience (After):**

- Personalized messages (“Hello John, Good Morning”) create a welcoming tone.
- Displays sobriety duration with a “Collect” button for milestone rewards.
- Auto-detects user location to show nearby meetings and events.
- Offers inspirational quotes and updates from CMA to keep users engaged.
- Simplified bottom navigation for quick access.



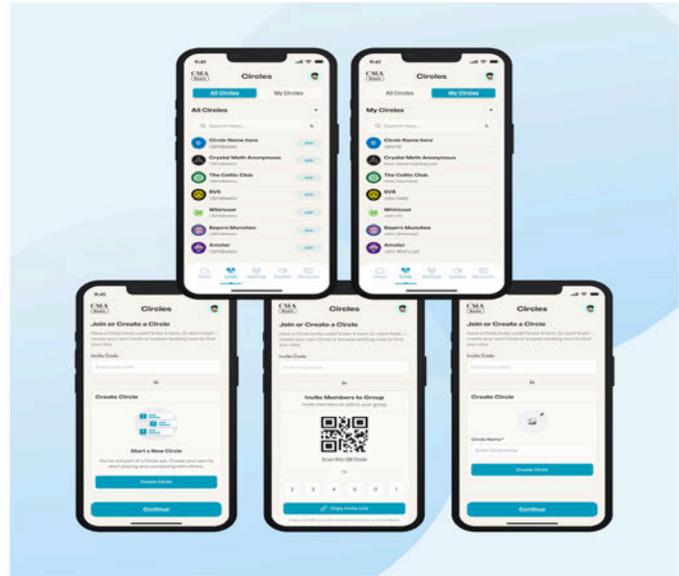
Circles Screen

## Modern Circles Interface – Connect, Create, And Collaborate Effortlessly

**Objective:** Reimagine the Circles experience to make community interaction smoother, more social, and intuitive, from joining to creating groups.

**New Experience (After):**

- Unified design with clear hierarchy for Join and Create options.
- Clean tab system for All Circles and My Circles.
- Visual feedback using icons, avatars, and illustrations.
- Integrated search and filters for quick discovery.
- Floating “+” button for easy circle creation.
- QR code and invite link for instant member onboarding.
- Streamlined “Continue” flow for frictionless engagement.



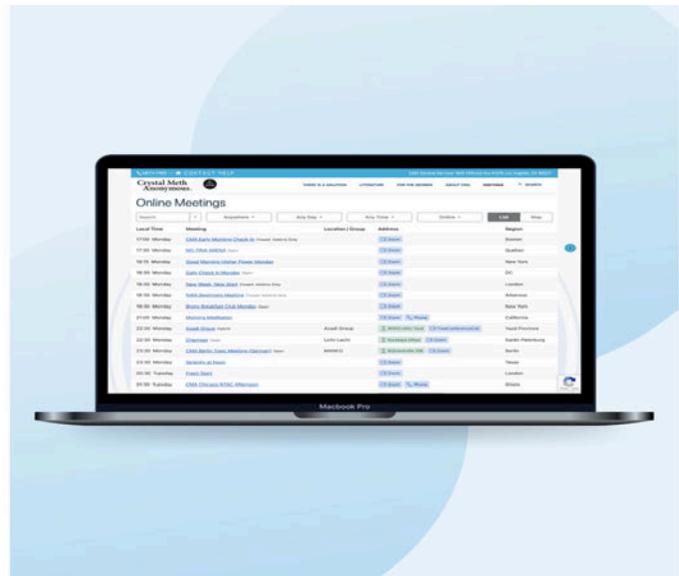
Website

## Updated Meeting Finder – Updates with Timezone Enhancement

**Objective:** Automate meeting synchronization from the CMA website to keep schedules accurate and up-to-date across all user time zones.

**New Experience (After):**

- Auto-upload and refresh meeting lists every week.
- Add time zone conversion support for accurate local timings.
- Update meeting locations, links, and session details dynamically.
- Improve filtering and search using fresh website data.
- Ensure consistent display across all tabs (In-Person, Online, My Meetings).



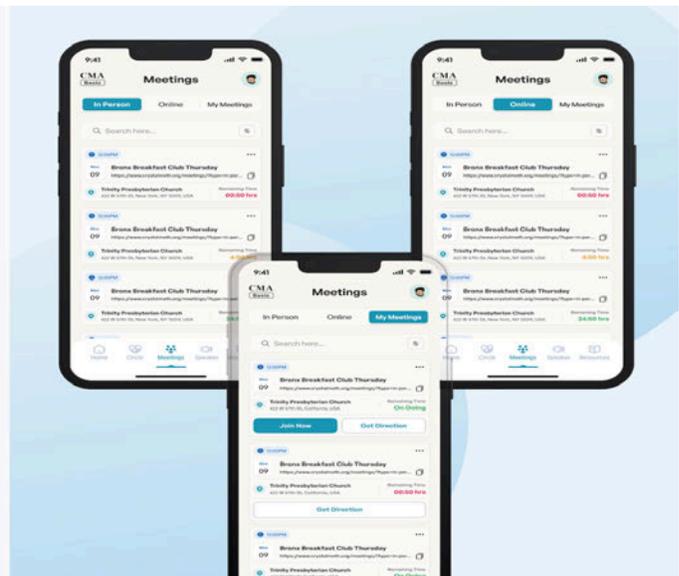
Speaker & Resources Screen

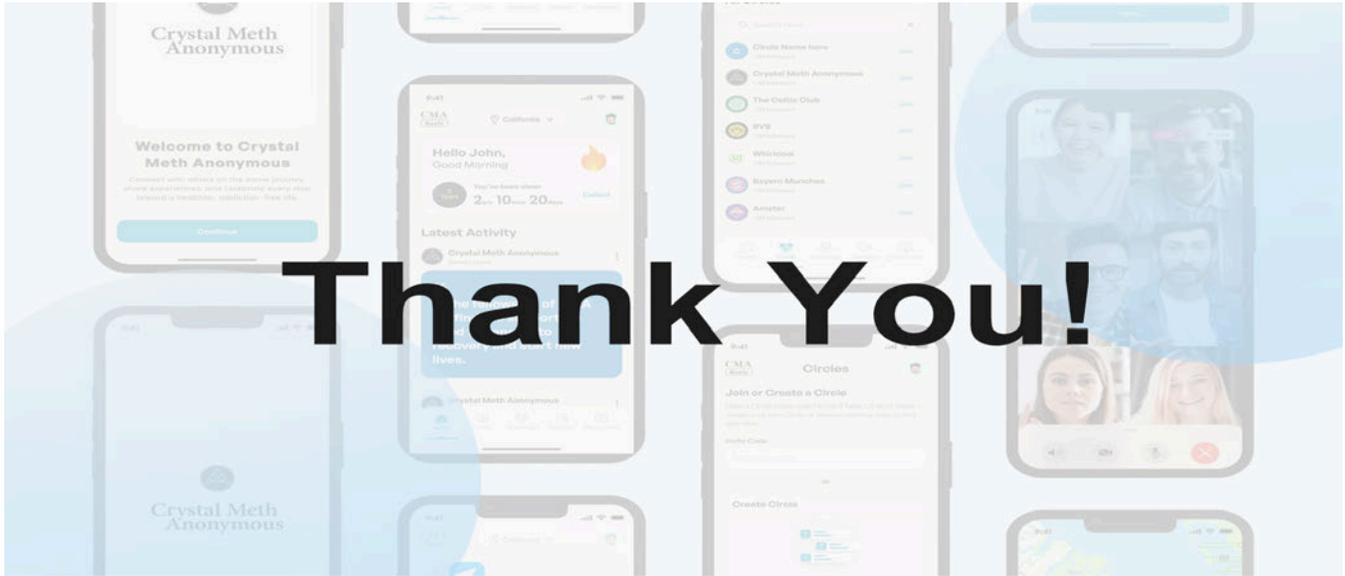
## Speaker and Resources – Cleaner, Connected, and Quick to Access

**Objective:** Simplify how users explore content, listen to speakers, and find recovery resources — all in one intuitive hub.

**New Experience (After):**

- Speaker: Refreshed layout with a modern media-card design, follow/play controls, and engaging typography.
- Resources: Structured tabs and “Quick Actions” for helpline, website, and store access.
- Unified layout for articles, readings, and pamphlets with clear read-time indicators.





# Diversity, Equity, and Inclusion Conference Report

—  
2025 General Service Conference - Portland, OR

## **DEI Advisory Committee**

### **3rd Mondays @ 6pm PST**

Michael C. - Chair, NYC

Brian W. - Vice-Chair, NC

Indigo - Secretary, NYC

Big Thanks to All Who Show Up Monthly!

## **DEI Breakout Attendees**

Michael C. - Chair, NYC

Brian W. - Vice-Chair, NC

Stu M. - Denver, CO

Timmy - Dallas, TX

Gabriel - Denver, CO

Robbie - Philadelphia, PA

Carole - Phoenix, AZ

Carl B. - Toronto, ON

Keith K. - Los Angeles, CA

Chris G. - Denver, CO

Daniel K. - New York, NY



## **DEI Breakout Agenda**

### **Morning**

- Welcome
- Introductions
- What is DEI?
- History of DEI in CMA

### **Afternoon**

- What is Happening at the Area Level
- Review 2025 Goals
- Establish 2026 Goals

---

### **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.



## What is DEI?

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

## What is DEI?

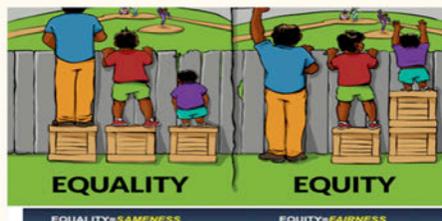
**Diversity**

*Acceptance*



**Equity**

*Action*



**Inclusion**

*Outreach*



## What is DEI?

**BELONGING**

*Fellowship*



## What is DEI? - History of DEI in CMA



### *What is Happening at the Area Level?*

#### ***DEI - Do your meetings need resources supporting people with disabilities?***

- **Accessibility Gaps Identified:** Some meeting spaces are not wheelchair accessible (stairs, no visible elevator).
- **Communication Access:** Requests for **ASL interpretation** and **captioning or transcription devices** for deaf/hard-of-hearing participants.
- **Physical Access Needs:** Desire for spaces with **elevators and chair lifts** to ensure mobility access.

## *DEI - Do your meetings need resources supporting people with disabilities?*

- **Inclusivity Awareness:** Recognition that groups are often **demographically homogeneous**, creating barriers for broader participation.
- **Action Suggestions:** Develop an **accessibility pamphlet**, provide **resources/support** for accommodations, and make **ASL an available option** at meetings.

---

## *DEI - Are the below DEI topics helpful to your fellowship? (Topics supporting people of color, women, transgender people, and other historically marginalized groups)*

- **Strong Support for DEI Topics:** The majority believe DEI conversations are **important and helpful** for their fellowships.
- **Representation Gaps:** Many groups note **limited participation** from women, people of color, and straight men—often due to lack of outreach or discomfort in existing spaces.
- **LGBTQ+ Focus:** Several fellowships identify as **predominantly LGBTQ+**, emphasizing the ongoing need to support this historically marginalized community.

---

## *DEI - Are the below DEI topics helpful to your fellowship? (Topics supporting people of color, women, transgender people, and other historically marginalized groups)*

- **Regional Challenges:** Some areas, such as **Arizona**, report that **LGBTQIA+ representation is low**, impacting recovery success and inclusion.
- **Openness to Growth:** Respondents express **interest in continued learning and development** to better serve marginalized populations and live into stated values of diversity and acceptance.



*DEI - Please suggest topics that you would like us to present for next year.*

- **Expanding Inclusion Topics:** Requests for discussions on **aging, neurodivergence, disability access, and immigrant experiences** in recovery.
- **Gender and Orientation Balance:** Interest in **making meetings more inclusive for women and straight people**, including developing relevant literature and resources.
- **Accessibility Improvements:** Suggestions for **Braille materials, ASL interpretation, and resources for blind and deaf participants.**

*DEI - Please suggest topics that you would like us to present for next year.*

- **Intersectional Focus:** Calls for ongoing conversation around **race, gender, ability, religion, and mental health** to reflect the full diversity of recovery experiences.
- **Representation and Outreach:** Desire to **grow LGBTQIA+ presence** in underrepresented regions (e.g., Arizona) while supporting **broader demographic participation** across CMA spaces.

**BRIAN'S TURN**



## DEI Goals - Review 2025

### 2025 DEI Primer Workshop Series

- Is DEI an Outside Issue?
- How to Create a DEI Survey?
- Welcoming ALL Minds: *Understanding Neurodivergence in CMA*
- Service Keep Us ALL Sober: *Stories of Leadership from Margins*

---

## DEI Goals - Review 2025

### Is DEI an Outside Issue?



---

## DEI Goals - Brainstorm 2026 Goals

- Trans Inclusion in CMA
- Classism in CMA
- DEI 101
- Ageism
- Anti-Semitism
- How to Address Identity-Based Harassment

## DEI Goals - Brainstorm 2026 Goals

- **Trans Inclusion in CMA**
- **How to Address Identity-Based Harassment in CMA**
- **DEI 101 (create accessible resource)**
  - *Classism*
  - *Ageism*
  - *Anti-Semitism*

---

## DEI Goals - 2026

### 2026 DEI Primer Workshops

- Accessibility (annual)
- Service (annual)
- **Trans Inclusion in CMA**
- **How to Address Identity-Based Harassment**
- **DEI 101 Resource**

---

## DEI Goals - UPCOMING EVENTS

### DEI Primer Workshop IV: Service Keep Us ALL Sober: *Stories of Leadership from Margins*

Sunday, Dec 14th @ 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](mailto:DEI@cmagso.net)

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**Questions / Comments**

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**The End**

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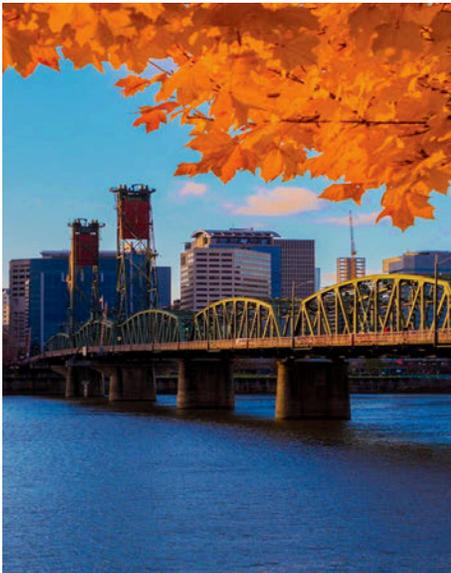
# Appendix H: Literature Committee Presentation

## CMA General Services Conference Literature Advisory Committee Report Portland, Oregon - November 6-9 | 2025

KEEP SERVICE  
WEIRD



2025 CMA GENERAL  
SERVICE CONFERENCE  
PORTLAND OR

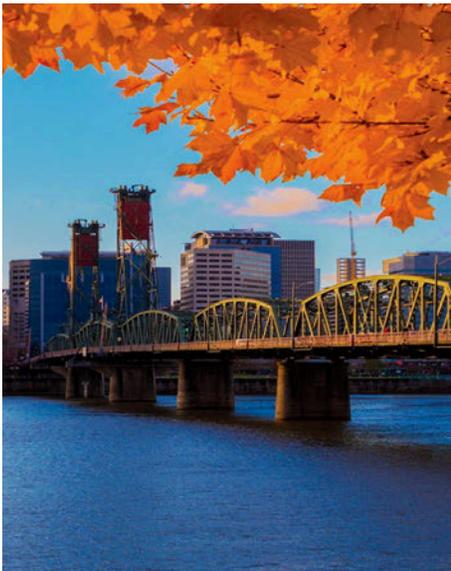


### Literature Advisory Committee Members – 2025



- ◆ Ross H. (NY) - Chair
- ◆ Stephen F. (NV) - Co-Chair
- ◆ Richard G. (UK) - Secretary
- ◆ Tim M. (MO) - Communications
- ◆ Larry C. (TX) - PI&O
- ◆ Nate D. (MO) - H&I
- ◆ CJ M. (PA) - Conference
- ◆ Freddie C. (CA) - Advisory
- ◆ Aaron M. (CO) - Advisory
- ◆ Michelle "Red" (AZ) - Advisory
- ◆ Dale G. (CA) - Advisory
- ◆ Lee M. (NV)
- ◆ Mark L. (NY)
- ◆ Bobby H. (CA)
- ◆ Jason R. (GA)
- ◆ Justin L. (BC)
- ◆ Fred (SC)
- ◆ Blake W. (NC)
- ◆ Austin R. (UT)
- ◆ Hugh G. (MI)
- ◆ Sean R. (FL)
- ◆ Stephen C. (UK)

CMA General Services Conference Literature Advisory Committee Report  
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### Our Shiny New LAC Committee Members 2025



- ◆ Ryan R. (NC)
- ◆ Shane M. (DC)
- ◆ Jonah W. (OR)
- ◆ Jeremy O. (NV)

**Welcome!**  
**Keep Coming Back!**

CMA General Services Conference Literature Advisory Committee Report  
November 6-9 | 2025





**WE'RE LIT!**



## Website Literature Resources



- ◆ **CMA Literature in English**
  - CMA Pamphlets / CMA Meeting Readings / CMA Books
- ◆ **CMA Meeting Resources**
  - Starting a CMA Meeting / Meeting Formats / Online Meeting Toolkit / Virtual Chips and Medallions
- ◆ **CMA Literature in Other Languages**
  - Spanish / French / German / Russian
- ◆ **CMA Stories**
  - Hear Our Stories / Read Our Stories / Read Our Meditations / Submit your Written / Recorded Contributions

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**READ OUR STORIES**

### Freedom Through Forgiveness

Presented by the Literature Committee  
March 5, 2024

I am completely estranged from my family. Throughout my journey with addiction and recovery, I struggled to navigate my feelings and...

---

**MEDITATIONS**

### Building Self-Esteem

Presented by the Literature Committee  
July 18, 2024

"I needed to stop spending so much time in the low-self-esteem room!" —Heard in CMA. I'd been sober for several years, going to meetings and...

## Read Our Stories / Hear Our Stories (Blog) / Read our Meditations

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

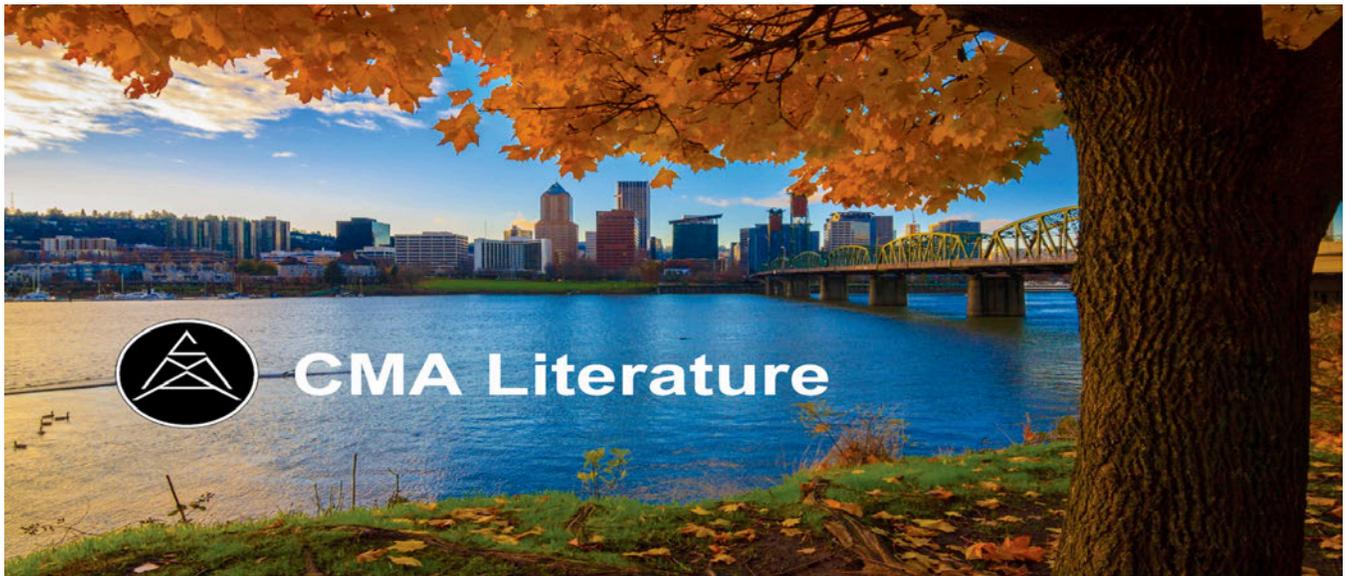


- ◆ Two new LAC-approved stories are being added to the **Read Our Stories** section regularly when available.
- ◆ Two new meditations are being added to the **Read Our Meditations** section regularly.
- ◆ Speaker share recordings from all over the country are being added to the **Hear our Stories** section regularly.

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- CMA Speakers - Mike S., San Francisco, CA, Relapse Prevention, 12.18.2023
- CMA Speakers - Jesus A., Phoenix, AZ, New Hope Lamda, 12.20.2023
- CMA Speakers - Gary, Phoenix, AZ, New Hope Lamda, 12.27.2024
- CMA Speakers - John L., Phoenix, AZ, Misfits Friday Night, 03.22.2024.WAV
- CMA Speakers - Colby L., Phoenix, AZ, Misfits Friday Night, 02.16.2024.WAV
- CMA Speakers - Don K., Tustin, California, 2014 CMALA Convention, 04.07.2024
- CMA Speakers - Joe M., Phoenix, AZ, Misfits Friday Night, 03.08.2024.WAV





## CMA Books in Print



2011

**Crystal Clear:  
Stories of Hope**  
**Crystal Clear:  
Historias de Esperanza**



2021

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

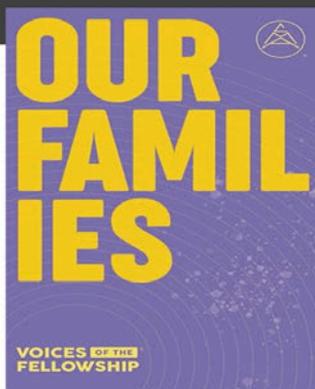


2022

**Voices of the Fellowship™  
A Sober Cell – From the  
Inside Looking Out**  
**Spanish Translation  
coming soon!**

CMA General Services Conference Literature Advisory Committee Report  
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## Our Newest Member of the Literature “Family”



### Voices of the Fellowship: Our Families

Crystal Meth Anonymous is pleased to offer a new collection of stories exploring the impact of addiction on our families—however we define them. These heartfelt accounts reflect the experiences of parents, partners, friends, and loved ones who shared in both the pain of addiction and the hope of recovery.

In these pages, members of CMA share how the Twelve Step program helped them rebuild trust, restore relationships, and begin to heal together. The stories represent a cross section of our Fellowship’s many voices, cultures, genders, and identities, united by a single message: recovery is possible—for addicts and their families alike.

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# CMA Pamphlets



### 17 Pamphlets Available!

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

### Edited and Up for GSC Interim Approval!

- ✦ DEI Pamphlet

### In the Works

- ✦ Atheists/Agnostics Pamphlet

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## Daily Meditations Project Coming Soon in 2026!



- ✦ This is our long-awaited meditation reader **for crystal meth addicts, written by crystal meth addicts**. We have been working on this project for about four years.
- ✦ We have received over **450 submissions** from a wide array of CMA members from around the world. **Many voices of the fellowship!**
- ✦ We have completed our third round of editing.
- ✦ We now have approx. **310 meditations** ready for a final editing.
- ✦ We are in the process of writing and editing the final 55/56 with a goal of January 1, 2026 for all 365/366 ready for edits.
- ✦ **We hope to have a draft for review ready by the end of 2026!**

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## Voices of the Fellowship™ Projects in Progress Requested by the Fellowship of CMA



- ✦ **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
  - With a few in the wings
  - Need more stories!

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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.

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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 or sight-impairment.
- ◆ **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 is available online under the literature tab on [crystallmeth.org](http://crystallmeth.org)
- ◆ Future Goals:
  - Audio recordings of our pamphlets and books
  - Audio recordings in other languages
  - Video recordings of our literature / sign language

**DO YOU HAVE A/V EXPERIENCE? WE NEED YOU!!!**

CMA General Services Conference Literature Advisory Committee Report  
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## Language Translations Available on Crystallmeth.org

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

**German (Deutsch) - Spanish (Español) – Russian (Литература) – French (Français) – Portuguese (coming soon!)**

**A Sober Cell Spanish Translation is Coming Soon!**

**Translations Czar needed for LAC**

We need assistance in the translation of our literature, particularly in Polish, Filipino, Turkish, Portuguese and Nepalese. If you know anyone able to help, contact [Aaron.M@cmagso.net](mailto:Aaron.M@cmagso.net)

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### Are You a Tweaker?

It doesn't matter what you call it. It doesn't matter how you did it. It brought us to our knees, because without exception, that's what it does.

Is speed a problem in your life? Are you an addict? Only you can answer those questions. For most of us who have admitted defeat, the answer is very clear. Yes, we had a problem with speed, and no, we couldn't fix the problem by ourselves. We had to admit defeat to win. Speed was our master.

We couldn't control our drug use. What started out as weekend or occasional use became daily use, and we soon found ourselves beyond human aid. We truly suffered from a lack of power to fix our problem.

Some of us used speed as a tool to work harder and longer, but we couldn't keep a job. Others picked at their faces and arms for hours and hours or pulled out their hair. Some of us had uncontrollable sexual desire. Others endlessly tinkered with projects, accomplishing nothing, but found ourselves so busy we couldn't get to work on time.

We deluded ourselves into thinking that staying up for nights on end was OK, that our tweaking was under control, and that we could quit if we wanted to, or that we couldn't afford to quit, or that our using didn't affect our lives.

Maybe we saw a friend go to jail, or lose their apartment, or lose their job, or lose the trust of their family, or die, but our clouded minds wouldn't admit we were next.

Most of us saw no way out, believing that we would use until the day we died.

Almost universally, if we had an honest moment, we found that our drug use made seemingly insurmountable problems in our lives.

The only way out was if we had the courage to admit that speed, our one time friend, was killing us.

It doesn't matter how you got here. The courts sent some of us, others came for family or friends, and some of us came to CMA on our own. The question is, if you want help and are willing to go to any lengths to change your life.



## Are You a Tweaker? GSC-approved version

- ◆ Two proposed changes.
- ◆ Both changes approved by LAC and the GSC.
- ◆ Currently AYAT has been taken out of Conference Approved Status and is now **Interim Approved**.
- ◆ Both the **original** and **new version** have been available on the CMA website for the past 2 years.
- ◆ Asking for **CONFERENCE APPROVAL** for new version.

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It doesn't matter how you got here. The courts sent some of us, others came for family or friends, and some of us came to CMA on our own. The question is, if you want help and are willing to go to any lengths to change your life.



## 1. Adding the words "their kids" to the 6<sup>th</sup> paragraph

The important two-word addition to this paragraph reflects the devastating experience of many parents in the fellowship who lose custody of their children.

### Original:

*Maybe we saw a friend go to jail, or lose their apartment, or lose their job, or lose the trust of their family, or die, but our clouded minds wouldn't admit we were next.*

### New Version:

*Maybe we saw a friend go to jail, or lose their apartment, their job, **their kids** or lose the trust of their family, or die, but our clouded minds wouldn't admit we were next.*



CMA General Services Conference Literature Advisory Committee Report  
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It doesn't matter how you got here. The courts sent some of us, others came for family or friends, and some of us came to CMA on our own. The question is, if you want help and are willing to go to any lengths to change your life.



## 2. Deleting "Speed was our Master" from 2<sup>nd</sup> paragraph

This suggested deletion is in response to several objections to the negative association with slavery coming from different areas of the fellowship. This is particularly problematic with the call and response that happens in some meetings that emulate the sound of a whip.

### Original:

*...Yes, we had a problem with speed, and no, we couldn't fix the problem by ourselves. We had to admit defeat to win.  
~~Speed was our master.~~*

### New Version:

*...Yes, we had a problem with speed, and no, we couldn't fix the problem by ourselves. We had to admit defeat to win.*



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## NYCMA's *The Twelve Steps for Crystal Meth Addicts*



- ✦ This book was approved for publication by NYCMA Intergroup last year in August and was published in **September 2023**.
- ✦ This is not an LAC project or GSC approved, though many members of the GSC and LAC were involved in its creation.
- ✦ NYCMA has sold over **7,500 copies** and has offered a free PDF of the book on NYCMA.org. It has been downloaded over **4,000 times**.
- ✦ NYCMA has been donating copies of the book to **CMA H&I requests**.
- ✦ **Spanish Translation** is complete and will be published by the end of this year!
- ✦ Audio Version Planned
- ✦ The third draft of **The 12 Traditions** has been made available to members of the fellowship for review and comments. We hope to add the Traditions to the 2nd Edition of the Book along with some minor edits to the Steps.
- ✦ Response has been **enthusiastic**. It's being used around the world, and many literature meetings now use this book as their guide.
- ✦ **NYCMA has unanimously voted to allow this book to be adopted by the GSC. The process was discussed at the Board retreat. Further discussion in 2026!**

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## Top 10 Booklet and Pamphlet Ideas From the Breakout Session

1. Womens stories
2. Pamphlet for Young People
3. Living the Program / 10th Step Pamphlet
4. Pamphlet Compilation
5. Atheists/Agnostics in Recovery Pamphlet
6. Pamphlet for Religious Fellows
7. International Stories. Stories of Fellows from other countries
8. Different Paths to Recovery
9. 10th Tradition Pamphlet (Outside Issues)
10. Aging in Recovery

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## What Does the Fellowship Want?

1. Young people in CMA
2. Parents– regaining children back in early recovery
3. Recovery and Sober Living
4. Mental Health in Sobriety
5. Dealing with Emotions
6. Relapse in Recovery
7. DEI Inclusivity Statements
8. More LGBTQ Literature
9. Adopt TSFCMA and finish 12 Traditions
10. How to have fun in sobriety

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# What Does the Fellowship Want?

11. Literature re: trans people/experiences and trans youth
12. More literature around sex and intimacy
13. More literature around being incarcerated
14. More stories from the straight community
15. More promises literature (like 10th step promises)
16. More Spanish translations and perhaps a few other languages
17. Stories of people with Disabilities
18. Mother-specific, parent-specific, straight men specific, BIPOC specific
19. California Sober
20. HIV stories

CMA General Services Conference Literature Advisory Committee Report  
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## 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](http://www.crystalmeth.org) and the section Voices of the Fellowship / Read our Stories for a list of projects and to find out how to share your story.

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

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November 6-9 | 2025



## 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 December 8, 2025
- ◆ For login information, please contact the Literature Advisory Committee Chair: [ross.h@cmagso.net](mailto:ross.h@cmagso.net).

**All are welcome to attend!**

CMA General Services Conference Literature Advisory Committee Report  
November 6-9 | 2025



# San Francisco 2026!



# Appendix I: Executive Committee Presentation

## Executive Conference Committee

CMA 2025  
General Service Conference  
Portland, OR

KEEP SERVICE  
WEIRD



## Executive Committee Members 2025

- Jon M (TX) Board Chair
- Gina B (CA) Board Vice-chair
- Rob B (BC) Secretary
- Mark M (NY) Treasurer
- Michelle S (AZ) GSC Chair
- Isaac K (IN) Trustee
- <Vacancy> Trustee

## Executive Conference Committee Members

- Jon M (TX) Board Chair
- Gina B (CA) Board Vice-chair
- Rob B (BC) Secretary
- Mark M (NY) Treasurer
- Michelle S (AZ) GSC Chair
- Isaac K (IN) Trustee
- Aaron M (CO) OSC / International Chair
- Bill B (CA) Nominating Chair
- David T (OR) - Vision Workgroup
- Matthew L (OR)
- Paul J W (TX)
- Paul C (FL)
- Bruce W (NY)
- Walt W (CO)
- David S (GA)

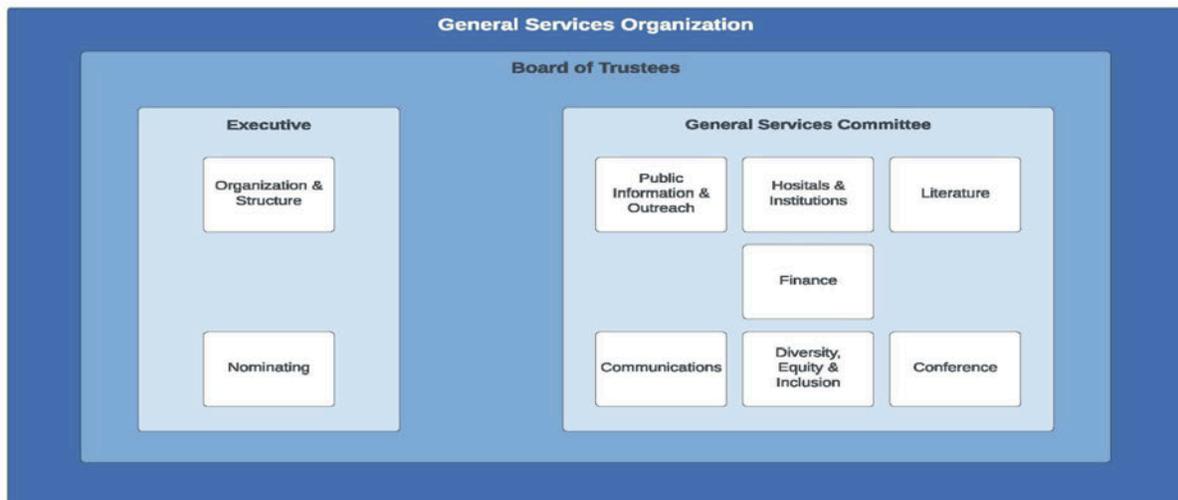


## Purpose of the Executive Committee

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

## Purpose of this Committee

- Exec Committee is the custodian of several important documents for the Board and Fellowship of CMA:
  - CMA Conference Charter
  - Manual for CMA GSO Service
  - The Bylaws of Crystal Meth Anonymous
- Engages important strategic discussion and work regarding future operation of the annual General Service Conference



# Organization & Structure Committee



## OSC Current Members

Aaron M - Chair  
Rob B - Google Workspace Admin  
Yvonne W – Archivist  
Jimmie C  
Isaac K  
Bill B  
Jon M  
Bobby K

## OSC 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.



## 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.

## Conference Charter

- Important foundational document
  - Belongs to the General Service Conference
- Embodies the Twelve Concepts for World Service
  - Relationship between the Conference and the Board
  - Based on mutual trust

## Paragraph 6 - Area Assemblies - Purpose

6. *Area Assemblies, Purpose of.* Area Assemblies convene every year for the election of Area Committee Members, from which are elected Delegates to the General Service Conference of Crystal Meth Anonymous. Such Area Assemblies are concerned only with the general service affairs of Crystal Meth Anonymous.

Area Committee Members are elected every two years, or as the Area determines the term length of such committee members. Delegates are elected each year, on a rotating basis, to serve their two-year terms, so at any given time, a senior Delegate (having served at least one year) and a junior Delegate (usually, newly elected) comprise the slate of two Delegates allocated to each State, Province, or Territory. Yearly Area Assemblies also allow the election of members to any open positions that are present at that time.



## Paragraph 8 - Area Assemblies - Terms

8. *Area Assemblies, Terms of Office for Group General Service Representatives, Area Committee Members, and Delegates.* *Unless otherwise directed by the Conference, or at the discretion of the individual Areas, these terms of office shall all be concurrent and of two year's duration each. As already noted, Area Assemblies should convene annually to elect a new junior Delegate, thus creating rotating panels of the Conference, as further described herein and in the CMA Service Manual.*

**Deleted:** Unless otherwise directed by the Conference, these terms of office shall all be concurrent and of two years' duration each. In approximately half the areas, assembly elections will be held in the even years; the remaining assemblies will elect in the odd years, thus creating rotating panels of the Conference, as further described in The C.M.A. Service Manual.

## Paragraph 10 - Board of Trustees

10. *The Board of Trustees: Composition, Jurisdiction, Responsibilities.* The Board of Trustees of Crystal Meth Anonymous shall be an incorporated trusteeship, composed of addicts and nonaddicts who elect their own successors, these choices being subject, however, to the approval of the Conference or a committee thereof. The procedure is as follows: Each Conference Area may select one candidate. Resumes of all candidates will be reviewed for eligibility by the Board's Nominating Committee. A Regional Trustee nominee is selected by the Regional Assembly from among the Area candidates. The Conference will advance a Regional nominee, by two-thirds ballot or by lot. These nominees are then elected to the Board of Trustees, the Board being obligated to do so by tradition.

## Conference Charter Revisions

- World Services → General Services
- Updates to punctuation and Grammar
- Paragraph 6 & 8 - Delegate Terms
- Paragraph 10 - Trustee Nomination Process
- OSC → Executive → Board → Executive → Conference



# Nominating Committee

KEEP SERVICE WEIRD



2025 CMA GENERAL SERVICE CONFERENCE PORTLAND OR

KEEP SERVICE WEIRD



2025 CMA GENERAL SERVICE CONFERENCE PORTLAND OR

## 2025 - 2026 NOMINATING COMMITTEE

Bill B - Chair

Julie E - Vice-Chair

Russell G - Secretary

Lee M - Advisor

James C Kyle K

Rychele C

Isaac K

2025 Regional Trustee Map





## Regional Trustees

## GSC 2026 Nominating Timeline

- **Jan 15, 2026:** Areas provide names of trustee-nominees for their Regional Trustee elections
- **Apr 1, 2026:** Nominees submit written applications
- **Summer 2026:** Regional Trustee-nominee elections held
- **2026 GSC:** Conference votes to accept Regional Trustee recommendations
- **Post-2026 GSC:** Background Check and Board votes to accept Conference recommendations for Trustees

## Nominating - Contact

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

## Vision Workgroup

David T – Chair, Vision Workgroup



## Vision Workgroup

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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?*

## Online Groups - 2024 Question

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Question to be considered: How can we adapt our service structure to ensure that completely online groups receive equitable representation, especially considering their lack of a "physical" location?

## Survey Results

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- 112 Group Contacts + Delegates + Trustees
- 18 Responses - Groups from 4 - 70 members
- 13 groups have a GSR
- 14 make contributions to service structure



## Online Intergroup

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May 2025 - Survey Results Session

July 2025 - Online Intergroup Formed

August 2025 - Meeting

October 2025 - Meeting



Online Intergroup Signup

## Vision Workgroup Next Steps.....

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### Vision Workgroup - Next Steps.....

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A Fellowship WITH a Program



## 2008 Conference Report

**Item 3 – Are we a “program” or a “fellowship?”** This issue was hotly debated in the Executive Committee. The crux of the issue hinged on the definition of the word “program” that one uses, in particular whether or not it refers to a specific set of instructions used to work the Steps. The common ground reached by the Committee was that, at present, we do not have a specific set of directions for working the Twelve Steps and that, at present, we do not intend to develop such directions. The following statement was presented to the Conference for approval:

*The Fellowship of Crystal Meth Anonymous works a Twelve Step program of recovery. We have not felt the need to elaborate in great detail a specific CMA approach to the Twelve Steps: too many other excellent outlines already exist for following these spiritual principles. But our experience has shown that without the Steps we could not stay sober.*

The Conference unanimously approved this statement.

## crystalmeth.org > The CMA History of Service

### The Fellowship of CMA Grows

In October of 2008, nearly 200 delegates, trustees, committee members and members of the fellowship gathered in Park City, Utah, for the first General Service Conference. A conference charter was ratified. The 12 Concepts for CMA World Service were adopted. Many issues were brought to discussion, and many found resolution. One memorable example follows:

For the past few years a discussion existed: “Is CMA a fellowship or a program?” At the first General Service Conference, the following statement was adopted;

*“The Fellowship of Crystal Meth Anonymous works a Twelve Step program of recovery. We have not felt the need to elaborate in great detail a specific CMA approach to the Twelve Steps: too many other excellent outlines already exist for following these spiritual principles. But our experience has shown that without the Steps we could not stay sober.”*

## A Fellowship WITH a Program

- Twelve Steps for Crystal Meth Addicts (NYCMA)
  - Decision to send to GSO
  - How it’s being used
- Other Fellowships’ Experience
  - Narcotics Anonymous
  - Adult Children of Alcoholics



## Vision Workgroup - Contact

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vision@cmagso.net

david.t@cmagso.net

## Intellectual Property Update

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### Intellectual Property Update

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- 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

- **2024-2025 (Done)**
  - **Voices of the Fellowship**
- 2028-2029
  - Logo with Circle
  - Crystal Meth Anonymous
- 2029-2030
  - CMA
  - Logo without Circle

Thank You!



# Appendix J: Public Information and Outreach Committee Presentation

## *Public Information & Outreach Advisory Committee*

KEEP SERVICE  
WEIRD



2025 CMA GENERAL  
SERVICE CONFERENCE  
PORTLAND OR

### 2025 GSC Conference Presentation

- **PI&O's Purpose**
- **Vision Statement & Mission Statement**
- **Advisory Committee Members**
- **Breakout Session Attendees**
- **Questions to the Delegates**
- **2025 Helpline Report**
- **211 Directory Update**
- **Professionals & Underserved Workgroup**
- **PICO Workgroup**
- **Fellowship Survey Workgroup**
- **Tools & Resources Workgroup**
- **2025 Summary of Accomplishments**
- **2026 Upcoming Projects**
- **Questions**



PURPOSE



### PI&O's Purpose



- **Carrying the message of CMA recovery to the still suffering crystal meth addict**
- **Providing information to the non-addict who's work or association may be involved with active addicts**
- **Providing information to the public regarding the fellowship**
- **Providing information to the fellowship, so that members and groups may work effectively in carrying the message**



## Vision Statement

“All those affected by crystal meth are informed of Crystal Meth Anonymous.”



## Mission Statement

“To provide and communicate consistent and readily available information and resources to all those affected by crystal meth.”

## Advisory Committee Members

Jason C. (Chair - CA)

Jimmie C. (Co-Chair - NJ)

Keith F. (Treasurer - CA)

Rychele C. (Secretary - ED)

Julie E. (Advisor - AZ)

Richard C. (Helpline - CA)

David K. (H&I Liaison - CO)

George M. (Coms Liaison - NC)

Larry C. (Lit Liaison - TX)

Jeffrey J. (DEI Liaison - FL)

Scott T. (CA)

Stuart R. (UK)

Melissa S. (NE)

Kevin S. (UK)

Stephen C. (UK)

Kyle K. (MI)

Chris G. (CO)

Rose K. (MN)

Roberto F. (CA)

Lance S. (Conf Liaison) - FL

David P. (CA)

Jeff L. (CO)

Nicole H. (WI)

Brittney O. (LA)

Rob I. (CA)

Heather B. (MD)

Rica M. (AZ)

Tom W. (UK)

Crystal B. (GA)

## Breakout Session



## Breakout Session

- Jason C. (Chair/Workgroup Leader - CA)
- Jimmie C. (Co-Chair/PICO Leader - NJ)
- Keith F. (Treasurer - CA)
- Rychele C. (Secretary - ED)
- Richard C. (Helpline/Workgroup Leader - CA)
- Jeffrey J. (Liaison - FL)
- Kyle K. (Trustee - MI)
- Larry C. (Liaison - TX)
- Lance S. (Liaison/Trustee - FL)
- David K. (Liaison - CO)
- George M. (Liaison/Workgroup Leader - NC)
- Chuck N. (TX)
- Brandon D. (NV)
- David P. (CA)
- Camaron M. (HI)
- Jeff L. (CO)
- Crystal B. (GA)
- Justin M. (PA)
- Kevin S. (UK)
- Rica B. (AZ)
- Scott T. (CA)

## Questions to the Delegates

- PI&O is asking for help finding volunteers for the CMA's Helpline?
- PI&O is looking for contacts of CMA members across the country willing to be a resource for directing questions at the local level?
- PI&O is building a list of professional organizations and sending them an "Intro to CMA" letter to raise awareness. We are looking for volunteers to help with this project?
- PI&O is preparing the next CMA Fellowship Survey (planned for 2026) and is asking for input from the fellowship. Anyone interested in helping with the survey?
- PI&O is creating PSA's and other digital content to carry the message online. We are looking for members with skills in media creation (video, graphic design, editing, etc.)?
- PI&O creates printable tools like flyers and labels to help groups carry the message. We are asking for ideas for new tools that could be shared on the CMA website?
- PI&O is working to bring CMA to underserved areas. We are looking for members with local connections or interest in helping grow the fellowship where it doesn't exist?
- PI&O wants to know how we can better support local fellowships?

## 2025 Helpline Report



# Helpline Purpose

**The purpose of the 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.**

**The CMA 24-Hour Helpline  
(855) METH-FREE ~ (855) 638-4373**

## OUR VOLUNTEER S

Jimmie C (NJ)	Justin E (NY)	Dale G (CA)	David H (CA)	David C (MA)	Eric M (CO)
Tia S (NV)	Monty S (NE)	Mark W (DC)	Danny T (NV)	Siobhan M (AZ)	Rica M (AZ)
Odene T (AB)	Travis C (AB)	Keith F (CA)	Chris C (CA)	Mike F (CA)	Blake C (TX)
Rychele C (AB)	Rudy M (SC)	Sean C (FL)	Stephen S (FL)	Geoffrey R (DE)	George M (NC)
Chris C (NJ)	Mia C (CA)	Richard C (CA)	Mike R (FL)	Buddy M (IL)	Oliver T (IL)
Matthew L (CA)	Frankie M (FL)	Bobby P (CA)	Larry C (TX)	Cathy B (MI)	Eric B (AZ)
Sangeetha S (TX)	Emi C (CA)	Amy L (AB)	Aldo C (TX)	Michelle S (AZ)	Jeff M (NC)
Star E (OR)					

	<u>2025</u>	<u>2024</u>
Hours Covered	100	82
Hours Available	68	86

[Helpline@cmagso.net](mailto:Helpline@cmagso.net) - 232 emails received

## CALL STATISTICS

	<u>Attempted</u>	<u>Missed</u>		<u>Attempted</u>	<u>Missed</u>
October '24	231	54	April	163	50
November '24	131	27	May	107*	23
December '24	151	46	June	139	49
January	156	54	July	132	57
February	164	45	August	125	44
March	201	63	September	138	48

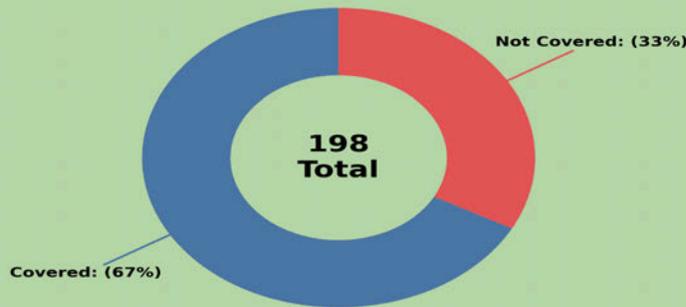
<b><u>2025 Totals</u></b>	
Calls Attempted -	1,838
Calls Abandoned -	560
<b>Abandonment Rate</b>	<b>30%</b>

<b><u>2024 Comparison</u></b>	
Calls Attempted -	2,504
Calls Abandoned -	556
<b>Abandonment Rate</b>	<b>22%</b>





## Missed Calls from July 2025 - present



- Currently, 2 out of 3 missed calls arrive during a time when we have a scheduled operator.
- Started to follow up with operators who have missed a significant number of calls recently to check on them and ask how the commitment is working out for them.
- Opened up scheduling for high-volume hours to provide backup coverage on high-volume hours.
- We still need operators, especially during the day, as the Helpline Coordinator is handling the majority of those calls (and many are still being missed if they are unable to answer at that time).

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

#### General Requirements

- Suggested clean time of one year of continuous clean time.
- Be working or have worked the Steps with a Sponsor
- Have a working phone that no one else has access to.
- Internet access separate from the phone you will take calls on.
- Commit to a minimum of on recurring hour per week.

For more information about being of service, contact:

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

## 211 Directory Update

211 is a vital resource in North America, connecting millions of people to essential health and human services. Our goal is to ensure that the CMA is as accessible as possible by being listed in as many 211 directories as we can.

#### Project Goals

1. **Expand our Reach:** Our objective is to have CMA listed in 211 directories that currently lack our presence.
2. **Recognize Local Efforts:** We want to acknowledge the many local fellowships that have already secured a listing in their regional 211 directories. Their efforts have laid a strong foundation for this project.

#### Project Status

- **Applications Submitted:** We have either secured our presence or submitted applications in 43 services across the USA and Canada.
- **Regional Listings:** In states with multiple 211 directories, such as California, New York, and New Mexico, we have prioritized high-population regions first. We will continue to submit applications to the remaining directories in the future.



# Professionals & Underserved Workgroup

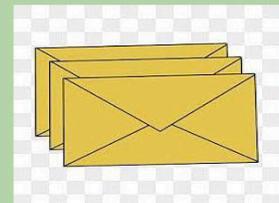


## Workgroup Projects

- Database of professional organizations first created in 2019
- In 2022 began researching and sending out 'Intro to CMA' letter (via email and physical mail) to health clinics and counseling offices in higher ed
- Volunteers joined the committee over the next two years to expand the research and target underserved states
- In 2025, after mostly saturating colleges & universities, the workgroup turned its focus toward rehabilitation and treatment facilities
- We continue to compile a working list of local PI&O contacts (via PI&O Registry on the website) in areas where CMA already exists
- Mapped out states that still need to be contacted in underserved areas
- Future research will include drug treatment courts, sober livings, and recovery-based centers (i.e. Alano clubs)

## What's been accomplished (so far...)

<u>Total Records</u>		<u>Emails</u>		<u>Letters</u>	
Education	782	2023	187	2023	58
Government	27	2024	265	2024	41
Legal/Justice	61	2025	<u>171</u>	2025	<u>460</u>
Organizations	42	Total	623	Total	559
Treatment	129				
Behavioral Health	<u>63</u>				
Total	1,104				



## [Geographic Location of Emails & Letters Sent](#)



## To get involved with this workgroup...

**Name:** Professionals & Underserved  
**Leader:** Jason C.  
**Contact:** [jason.c@cmagso.net](mailto:jason.c@cmagso.net)  
**Meets:** Third Saturday each month  
**Time:** 8:00am PST  
**Zoom ID:** 993 9728 9310  
**Zoom Link:** <https://zoom.us/j/99397289310>

## PICO Workgroup



## Public Service Announcements

- First presented at the GSC Conference in Las Vegas, NV on September 29, 2024.
- Feedback was provided by the fellowship and edits were made
- Edited PSAs were presented again at the March 2025 GSC call
- Approved unanimously by the GSC at March 8, 2025 meeting
- Where they can be viewed:
  - CMA Website - <https://www.crystalmeth.org/public-service-announcements/>
  - YouTube Channel



But to continue this work...



To get involved with this workgroup...

**Name:** PICO Workgroup  
**Leader:** Jimmie C.  
**Contact:** [jimmie.c@cmagso.net](mailto:jimmie.c@cmagso.net)  
**Meets:** Second Monday each month  
**Time:** 5:15pm PST  
**Zoom ID:** 881 4704 8238  
**Passcode:** 391284



## Fellowship Survey Workgroup



# Fellowship Survey Update

## **Wrapped up 2024 survey:**

- Presented our findings at a town hall in Feb 2025
- Published our findings on <https://www.crystallmeth.org/fellowship-survey-results/> including an interactive version of the results to see local area responses
- Results informed work that is now being done at the committee level, and also what questions to ask in our next survey release

## **Strategy for future surveys:**

- Release a new survey every 3 years allowing 1 year for results collection, 1 year for analysis, and 1 year for preparation for the next survey
- Leverage free or existing tooling to conduct survey to ensure more frequent cadence doesn't incur increased cost
- More frequent surveys allows us to monitor trends in the fellowship, identify and respond to emerging concerns and needs of fellows, and maintain a continuity between surveys within the workgroup

## **Survey 2027 Status:**

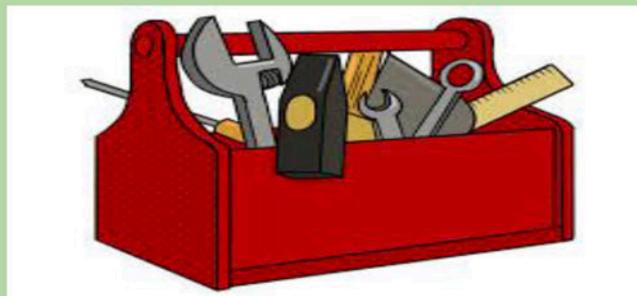
- Solicited feedback on potential questions from advisory committees
- Brainstormed modifications to questions on the last survey and additions
- Workshopped proposed changes at the PI&O Breakout
- Plan to submit a final list of questions and responses for approval by PI&O late 2025/early 2026 and then seek final approvals
- The next survey will be release prior to convention in SF in 2026 and run for a year

## **To get involved with this workgroup...**

**Name:** Fellowship Survey  
**Leader:** Richard C.  
**Contact:** [richard.c@cmagso.net](mailto:richard.c@cmagso.net)  
**Meets:** Second Monday each month  
**Time:** 7:30pm PST  
**Zoom ID:** 764 124 2466  
**Passcode:** 1234



## **Tools & Resources Workgroup**



## Workgroup Objectives

To develop new flyers, strategies, presentations, and other tools that can be useful for local and area fellowships when performing outreach activities at community events, within the community, and to professionals.



## Previous Projects

The following projects were completed prior to 2025 but are currently available on our website at [crystalmeth.org](https://crystalmeth.org):

- CMA Pull-Tab Folders (general and editable versions)
- CMA Water Bottle Labels
- PI&O Outreach Guidelines
- PI&O Presentation
- PI&O Presentation Guidelines
- PI&O Speaker Guidelines
- “What About Anonymity”



## 2025 Projects

- “How to Table an Event” brochure
  - PI&O approved; awaiting style guideline edits; then posting on CMA website
- CMA Bookmarks
  - With QR links to FAQ’s about CMA, Find a Meeting, and Newcomer Packet
  - Anticipate completion end of 2025
- “Understanding CMA” for Professionals
  - Powerpoint presentation about CMA for healthcare and mental health professionals
  - Reviewed for input and edits at PI&O breakout session
  - Anticipate completion end of 2025



## To get involved with this workgroup...

**Name:** Tools & Resources  
**Leader:** George M.  
**Contact:** [george.m@cmagso.net](mailto:george.m@cmagso.net)  
**Meets:** First Monday each month  
**Time:** 6:00pm PST  
**Zoom ID:** 870 7800 1944  
**Passcode:** tools



## 2025 Summary of Accomplishments

- Revised PSAs for final approval and post to our website & YouTube Channel
- Created a “How to Table” pamphlet that is soon to be made available to fellowship
- Hosted a town hall to discuss 2024 Fellowship Survey results
- Refined questions for Fellowship Survey and prepared for 2026 release
- Completed the colleges/universities project introducing health clinics to CMA
- Began project of researching rehab/treatment facilities and sending them the ‘Professionals’ introduction letter
- Created a ‘What is CMA’ PowerPoint presentation for healthcare and medical professionals
- Produced data-driven analytics to better understand reduction in volume of calls to the CMA Helpline

## 2026 Upcoming Projects

- Update the PI&O presentation given to professional organizations
- Create visuals and other resource tools for tabling events
- Initiate project for expanding CMA in underserved areas
- Facilitate the fellowship survey 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
  - Include drug & family courts
- Collaborate with the Communications Advisory Committee on tools for how to better connect with the newcomer
- Collaborate with the H&I Advisory Committee for making contact with recovering addicts that reside in facilities



**PI&O Advisory Committee**  
**Monthly Meeting**

**3rd Saturday of the month**  
**Time: 9am PST / 12pm EST**  
**Zoom ID: 993 9728 9310**

**Zoom Link: <https://zoom.us/j/99397289310>**



**Jason C. Email:**  
**[jason.c@cmagso.net](mailto:jason.c@cmagso.net)**

**PI&O Email:**  
**[pio@cmagso.net](mailto:pio@cmagso.net)**



## Hospitals & Institutions Advisory Committee

2025 General Services Conference



### Purpose of the H&I Advisory Committee

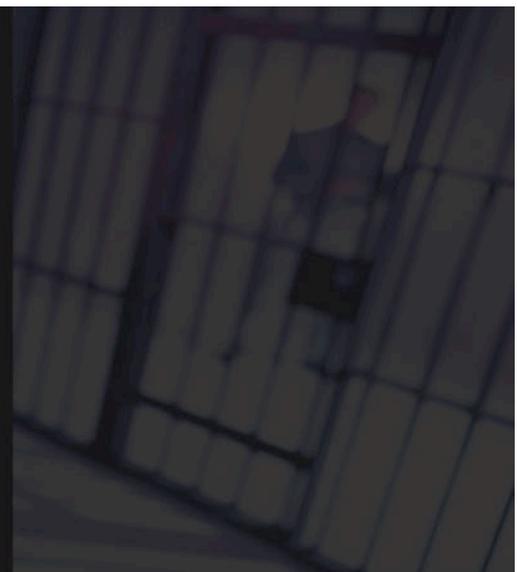
The H&I Advisory Committee carries the message of recovery to crystal meth addicts who might not otherwise access CMA meetings.

It accomplishes this by guiding CMA members involved in H&I work, establishing recommended guidelines, meeting formats, and supporting local H&I meetings.

Since local entities such as Areas, Districts, and Intergroups lead these efforts, the committee's main objective is to support their work in delivering the message.

### 2025 Activities

- **Literature on jail tablets is live!!**
  - Awaiting analytic data from MaxxContent.
- **Efficient response approach to mail**
  - Sent books to incarcerated fellows and facilities
  - Matched pen pals
- **Support and guidance to local H&I**
- **How to Tell Your Story Pamphlet**
- **Working Projects**
  - Webpage and HandI tool update
  - Sponsorship by mail
  - Additional tablet content providers
  - Sexy flowcharts & spreadsheets
  - How to break into jail



# H&I Fun Facts

Since 2024 GSC

**432** books made their way into facilities

**247** VOTF *From the Inside Looking Out: A Sober Cell*

**185** VOTF *Our Recovery*

**190** *Crystal Clear: Stories of Hope*

**158** *Crystal Clear: Historias de Esperanza*

**155** copies of *12 Steps for Crystal Meth Addicts* sent by NYCMA at our request

**11** bulk orders to facilities in **8** States and Provinces were filled

**8** Book requests from cellmates sharing CMA information

## Pen Pal Project



← Sign Up Today!

### Since 2024

- **14** Incarcerated addicts matched
- **13** CMA Pen Pals Signed up

## Matching Guidelines

### Priority

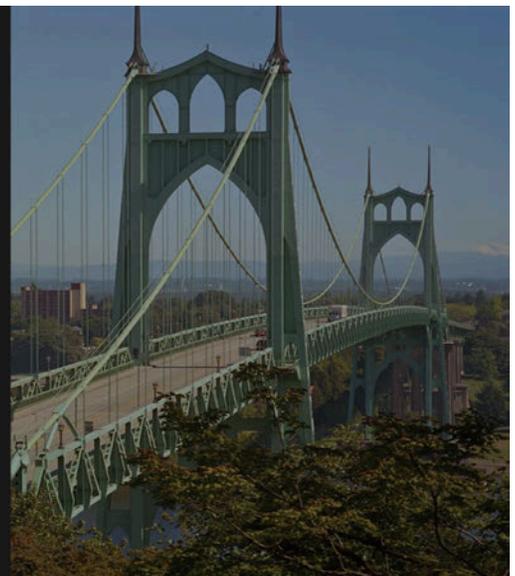
- Minimum 6-12 Months continuous Sobriety
- Working steps with a sponsor or have completed the steps with a sponsor
- Willingness to sponsor (if needed)

### Consideration Given

- Cultural and Generational Similarities
- Geographic considerations
- Sensitivity details of Incarceration
- Gender Identification, sexual orientation

## 2025 H&I GSC Breakout

Divide and Conquer Together



## 2025 Breakout Session Participants

Mike F - Chair (CA)	David K (CO) - PI&O Liaison
Chris C (CA) - Secretary	Anette G (NV) - Delegate
Texie L (CO) - Treasurer/Bulldog	Johnathan D (MN) - Participant
Mary A (TX) - Jail Liaison	Kristil M (NC) - Delegate
Russell G (NC) - Jail Liaison	Baby Kash (KS) - Participant
Anthony R (CA) - Matchmaker	Michael W (AZ) - Bulldog
Nate D (KS) - Literature Liaison	Jessica W (AZ) - Participant
Keith K. (CA) - DEI Liaison	Ashley (AZ) - Delegate
Sarah G (NV) - Advisor	James G (UT) - Delegate



Thank you Delegates!



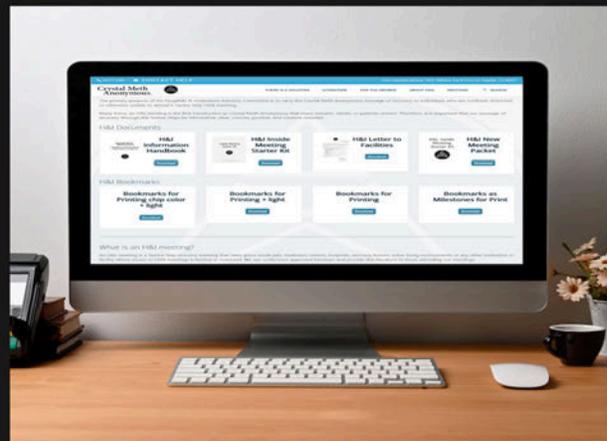
## Website Update

**Discoverability:** Currently have 3 pages, with different paths/content. One concise, easy to find page is the goal.

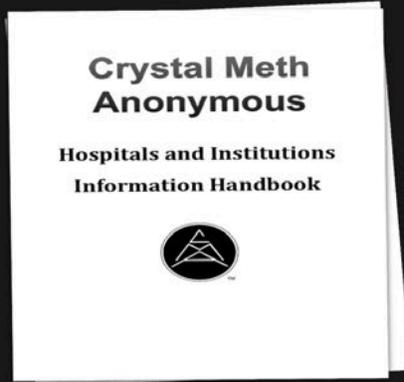
**Content:** Reviewed & revised content with intent to clarify. Reduced overall number of words, making tools the focus.

**Organization:** Improved flow of content to reduce confusion.  
Everyone > Fellows > Facilities > Trusted Servants

**Redesign Package:** Next step is presenting our request in a complete format for Communications to make updates.



## Handbook Update



**Update & Align Content:** Refresh readings, mission statement, contacts, and links; ensure consistent and inclusive terminology (e.g., Incarcerated Individuals).

**Simplify & Clarify:** Streamline introduction and meeting info; remove redundancies; add a concise glossary.

**Improve Structure & Access:** Reorganize Table of Contents, fix all hyperlinks, and make navigation user-friendly and inclusive.

**Modernize Tools & Sections:** Update tokens and programs; remove outdated content; strengthen guidance on facility relationships and future direction.

## Sponsorship by Mail

- Finalized the H&I stepwork-by-mail workbook intended for individuals in prisons and jails
- Refined language, improved clarity, and strengthened safety-focused wording throughout the text
- Clarified the goals and purpose of each section to support effective, trauma-informed stepwork in a mail-based format



## How to Tell Your Story Pamphlet

- Call from the fellowship
- Project started in 2020
- Collaboration with Literature and Communications
- Final formatting completed yesterday!
- Coming to the website soon

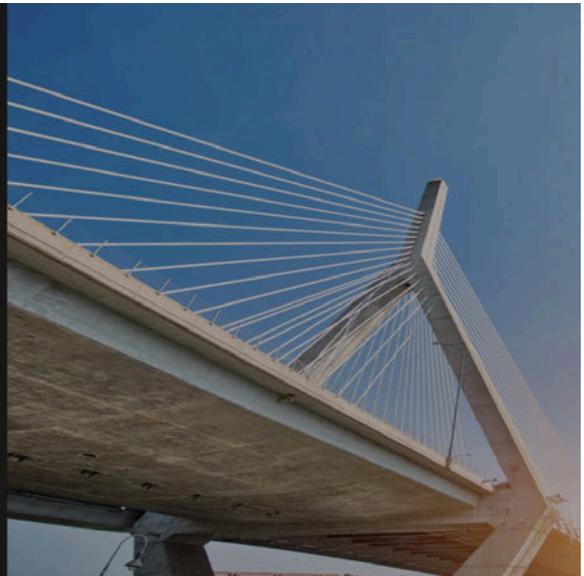




## HiPi Collaboration Session

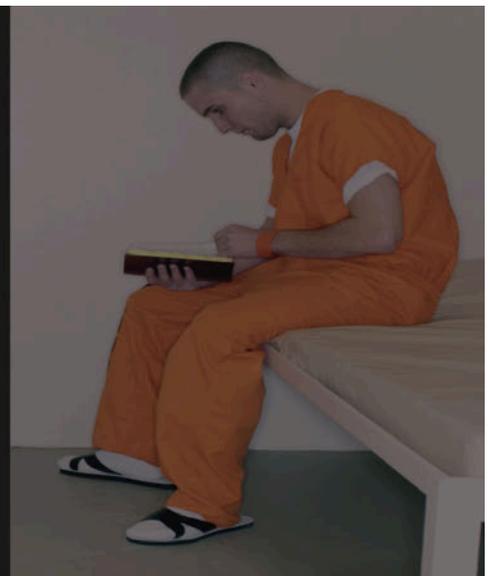
- Healthy Group Discussion
- HiPi History
- HiPi going forward
- Collaborative Projects
- Holding Hands with Jason C

## On the Horizon



## 2026 Goals

- **Books in every state**
  - We are so close!
- **Sober Cell in Spanish**
  - Final stage, thank you San Jose & LAC!
- **Additional tablet content providers**
- **HiPi collaboration**
- **Sponsorship by mail**
- **Website & HandI Tools - Full Update**
- **H&I Resource "podcasts" on SoundCloud**
  - Orientation
  - How to Break Into Jail
  - And more!



## Committee Members - Thank You!!!

Chair - Mike F (CA)

Vice Chair - Rob B (Vancouver, BC)

Secretary - Chris C (CA)

Treasurers - Joe A (IL), Texie L (CO)

Incoming Treasurer - Jessica W (AZ)

Jail Liaisons - Mary A (TX), Russel G (NC)

Pen Pal Matchmaker - Anthony R (CA)

Bulldogs - Michael (AZ), Texie L (CO)

Communications Liaison - Dan B (CA)

Literature/Jail Liaison - Nate D (KS)

PI&O Liaison - David K (CO)

DEI Liaison - Keith K. (CA)

Advisor - Sarah G (NV)

Tim W (NE)

Celeste D (KS)

Stephen (UK)

Kevin (UK)

Kash D (KS)

Micah (CO)

## H&I Advisory Committee Call Info

ALL CMA MEMBERS ARE WELCOME!  
PLEASE LET YOUR LOCAL H&I FOLX KNOW

4th Saturday of the month at:

8:30 am PST

16:30 GMT

9:30 am MST

17:30 SAST

10:30 am CST

22:30 PHST

11:30 am EST

00:30 AEDT (Sunday)

**Jail workgroup meets 30 min prior to the meeting**

**ZOOM MEETING ID: 925 0767 1325**

For questions or to be added to the email distribution list, please email:  
mike.f@cmagso.net / rob.b@cmagso.net / hi.secretary@cmagso.net

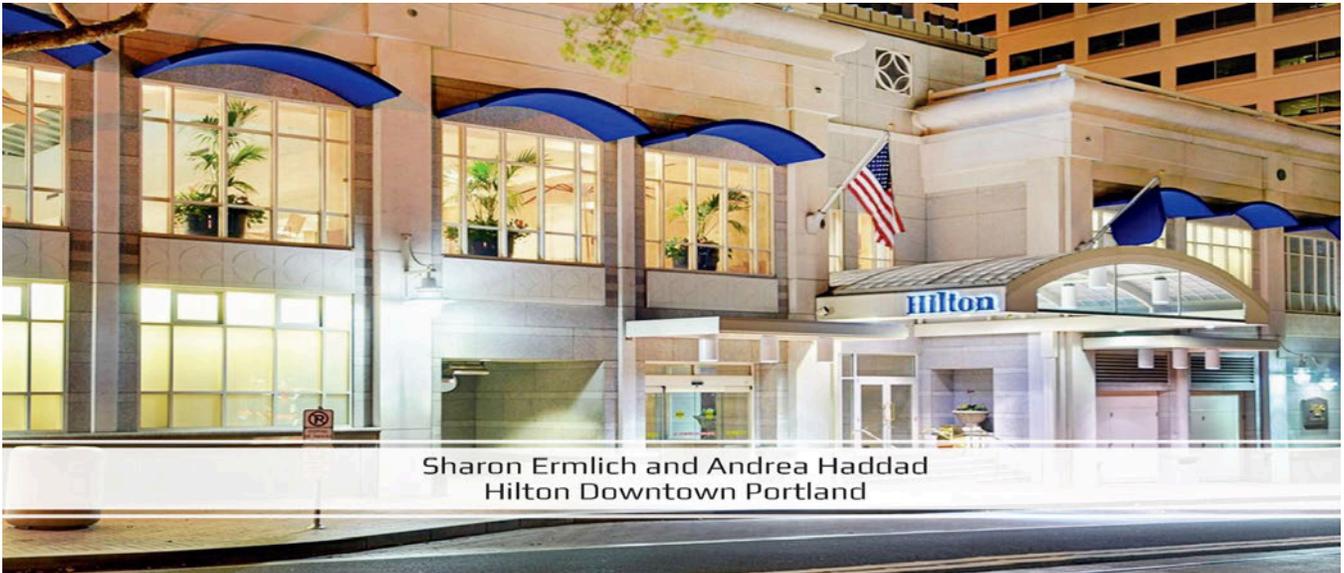


# Thank You!



# Appendix L: Conference Committee Presentation

## *2025 Conference Committee Report*



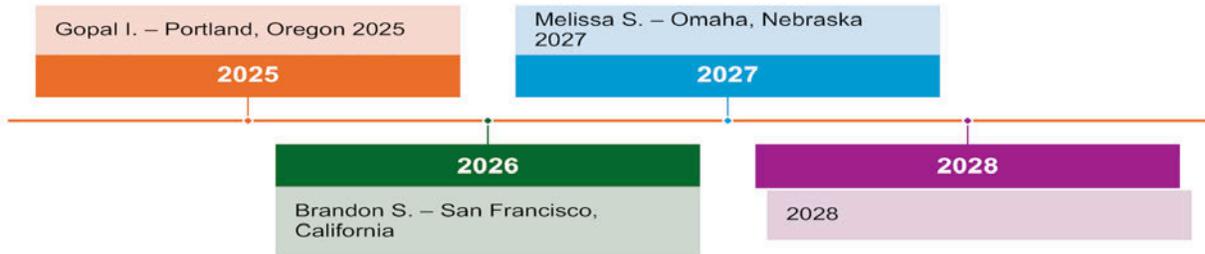
Sharon Ermlich and Andrea Haddad  
Hilton Downtown Portland

## *2025 Conference Committee*

Paul C. – Chair Finance Liaison	Isaac K. –
Aaron M. – Co Chair Liaison	Lance S. – PI&O
Lance S. – Secretary Literature Liaison	CJ M. –
CJ M. –Registration Liaison	David K. – H&I
Tanner W. – Merchandise	Ross H - DE&I Liaison
Rychelle C. – Delegate Workgroup	Jon M. Executive Liaison
Pete S. – Tech Workgroup Liaison	Michelle S. – GSC
Jaime C – Communications Liaison	



# Host City Chairpersons



## The Incredible Portland Host Committee

Gopal I. – Conference Chair and Entertainment	Matthew L. – Fundraising and Volunteers	David T. – Speaker Meeting
Stephen Z – Hotel Venue and Swag	Nat R. – Hospitality Suite	Tanner W. – Member at Large

## San Francisco 2026





Marines' Memorial Club & Hotel



