

Recent Surveys

Conducted for the SMR ACA Meeting Group
May 27, 2023

There have been two surveys conducted recently at the Strengthening My Recovery meeting. Surveys were initiated to get a sense of the Group Conscience.

The purpose of the first survey was to identify the views of the Group with regard to safety.

Here is the survey, and it's results:

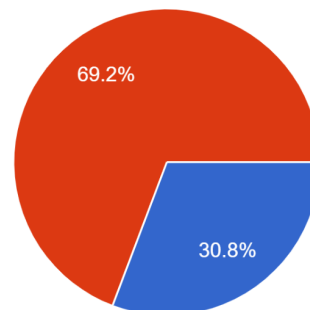
The Safety section of our website clearly offers information concerning crosstalk and anonymity. There are references to information from WSO regarding meeting decorum and predatory behavior. There is no stated safety policy for our meeting. Therefore, we have no workable procedures in place. For reference, visit <https://www.acamorning.org/safety/>

Below are some statements to which we ask whether you agree - yes or no.

1. With regards to predatory behavior, the elected trusted servants of SMR should maintain a position of non-involvement.

This asserts that our meeting will remain uninvolved and take no position on claims of predatory behavior - such as sexual impropriety and bullying. This, whether the complainant is new to SMR or has been with us since our inception.

65 responses

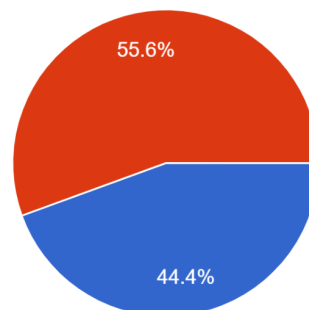


● Yes
● No

2. I prefer a meeting space where all members are solely responsible for their own safety.

While we strive for a safe environment, where members can recover from the trauma of being raised in dysfunction, the Group cannot fix everything. Members must provide their own wariness and caution.

63 responses

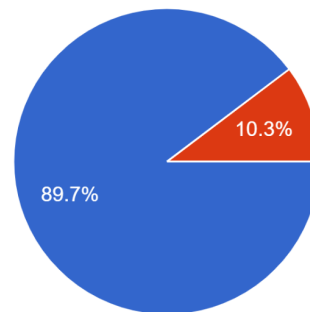


● Yes
● No

3. I see the value of developing a policy concerning inappropriate behaviors.

It will be helpful for everyone to have clarity around the descriptions and identification of inappropriate behavior. We need to know which behaviors are acceptable to the Group.

68 responses

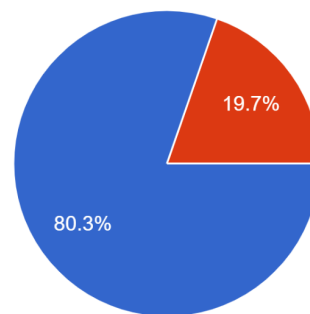


● Yes
● No

4. Clear procedures outlining the steps to take in the case of predatory and bullying behavior are needed.

These steps would include who to reach out to, how to document the behavior and what steps will be taken by the Group.

66 responses

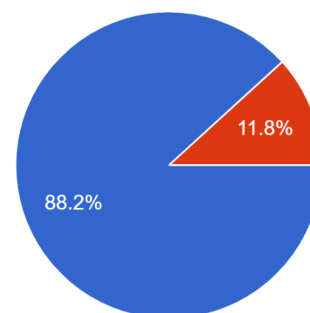


● Yes
● No

5. I support the development of policies and procedures that address inappropriate behavior.

This would be an open group of members developing safety policies and procedures. Their recommendations would be brought to the members of SMR for approval.

68 responses



● Yes
● No

This original survey grew out of some imperative safety situations. Additionally, we wanted clarity around the assertion that the Group did not want safety issues explored, especially by a study group, who's goal was to develop recommendations around standard practices and information. The above responses indicate the group's interest in exploring safety procedures.

The survey, launched on April 19, was suspended two days later, when suspicious submissions were identified - 30 identical submissions in a 20 minute period, during the night.

Renewed Interest

The organizational turmoil of late April ended with some members leaving the SMR meeting - those who were opposed to the exploration of safety norms. The work has continued. A second survey was part of the effort to look at our policies and practices with the goal of bringing recommendations to the Group Conscience for consideration.

As Higher Power would have it, two distinct, yet overlapping studies were getting underway - business practices and safety protocols. Since the group tasked with exploring our business practices was about to offer a survey, questions about safety were included. The new survey combined both and was launched on May 12th. It concluded on May 26th.

Conducting Business

At the March Group Conscience Business Meeting, a motion was adopted to convene a group of interested members to slowly go over SMR's current business practices in order to recommend to the Group, improvements to our system, offering clarity and efficiency and opportunities to participate in the group conscience process. Everyone was invited to participate.

The work of the business practice review is being shepherded by Jim R. He is currently the Chair of the Ballot Prep Committee for ACA World Service Organization (WSO) Coincidentally, he is a Co-Chair of the Annual Business Conference Study Group, whose work is all about reviewing and restructuring the WSO business meetings.

Improving Safety

In February, concerns were raised with regard to disruptive behavior occurring at our meeting. The Business Meeting GC Chair asked members to form an Ad Hoc Safety Resource Team. The team would look at notes that had been taken at specially convened Safety Meetings and would make recommendations to be voted on at the business meeting or at a Group Conscience meeting. Everyone was invited to participate.

The work of establishing safety protocols is being guided by Lisa M and Vivienne C, both of whom contribute to the work underway by the WSO Safety Resources Committee. Vivienne is also the SMR Delegate to the WSO Business meetings.

These are expected to be long term group efforts. Everyone has an opportunity to participate at any or all points along the way. Regular updates will be offered. Future surveys will help keep members informed and included.

A note on offering a score to the responses: To give a numeric value to agree/disagree, the choice in the middle (4) was not counted. Outward from the center, mild choices of (3) and (5) were given a value of 1; (2) and (6) were valued at 2; and the strongest choices, (1) and (7) were valued at 3 - for agree and disagree, respectively.

Conducting Business

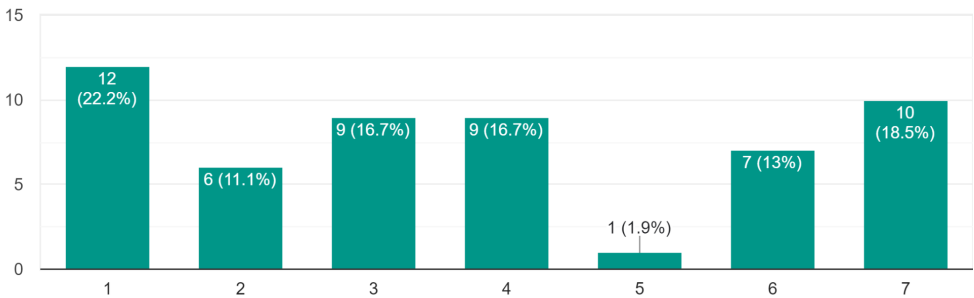
These few questions are focused on how we conduct business at SMR. A very basic needs assessment underscores the questions.

1. Our business meetings function well.

In the entirety, from willing servants participating; to clarity of procedures; to consistency of practices... how much do you agree with this statement?

54 responses

Response Score
Agree
57
Disagree
45

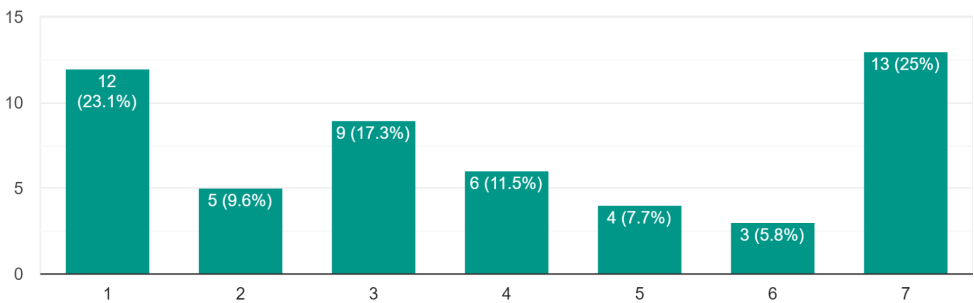


2. The rules we utilize - our variation of Robert's Rules of Order - are communicated clearly and provide for a healthy business meeting.

Consider how well we communicate on our website and in our newsletters. Does everyone know the rules by which we have agreed to conduct business?

52 responses

Response Score
Agree
55
Disagree
49

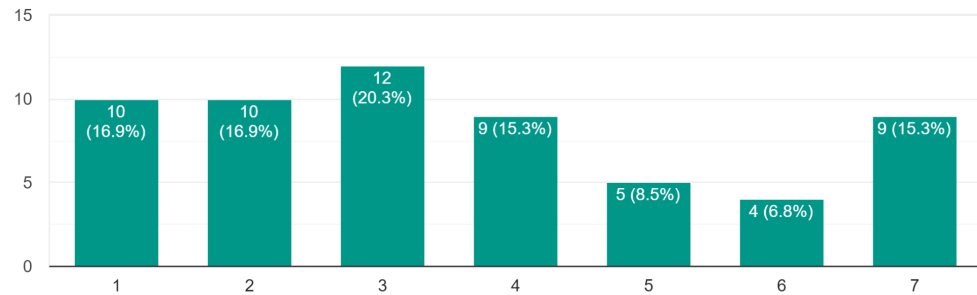


3. I have a sure sense of how best to conduct a business meeting.

It's a simple statement, possibly based on years of functioning within 12-Step meetings and organizations.

59 responses

Response Score
Agree
62
Disagree
40



Comments

*Please offer any thoughts you may have about the group's needs in regard to **a review of our business practices.***

While we all have the best of intentions, It looks to me like none of us are well-versed in how to conduct a business meeting. Also, the self regulation required to keep a business meeting on track is rarely accessible to our members. I think it is a brilliant idea to request help from those at world service. Our meeting would benefit greatly from utilizing a “service sponsor”. We have a fabulous meeting, and I would love to see us get help from people who have more skills and more recovery than we do.

It is essential that we follow a format such as Robert's Rules of Order and that we require an agreement to follow a safety protocol in order to attend any meeting, whether the daily meeting, after-meetings, ad hoc meetings or business meetings.

I think a big group like ours needs some guidance from WSO on how to conduct a business meeting that is inclusive, efficient, and fair.

I wonder how HP, however defined might be touched upon with sensitivity. A group pause for reflection, consideration, openness and expected waiting on wisdom greater than our own when unity is disrupted. This pause being one step, among many, in repair. This might be used as one resource for safety during altercations. This would be open to including terms explored by the Spiritual Inclusion Working Group in WSO; any and all spiritual and non spiritual beliefs focused in secular/agnostic/and atheist meetings, and sensitivity to language used amongst religious abuse survivors. I wonder about an exploration group of our own over the next few months collating

members ongoing designations.

I believe our meeting is too large to conduct voice-based meetings effectively. I encourage the group to explore the possibility of shifting to a silent meeting format in the interest of time and broader participation. A good description of this method is posted at <https://www.harpa.ca/hr-insights/why-silent-meetings-are-inclusive/>

Someone coming to a first business meeting or not ever having been to a meeting would have no understanding of how it's run. The fact that group conscious is part of a business meeting is not communicated and makes no sense as being lumped into business isn't communicated or at least, not understood.

Our business meetings are always dysregulating and sometimes terrifying.

a bow to anyone serving. online world made this all so tuff. close chat at start open at end.

I marvelled at the functioning of the business meetings when I first came 2yrs ago. SOMETHING has happened. There now seem to be more disruptions; more going asttay from focus making a confusing jumble, Dont know why--seems like Many join in who ARENT in tune with the basic process...

I am abstaining from the first few questions because I don't have enough experience coming to the monthly business meetings. I've only been to two, which were fairly functional (in 2022). It's challenging to attend during the week due to my work schedule. I would love to attend regularly, participate, do service at biz meetings, if in the future they are on the weekends. I can say that the GC meeting I attended on April 23 (which I took notes for) did not feel like it followed Robert's Rules, both in the non-neutrality of the facilitation and the fact that motions were voted on before discussion. That wasn't what I was expecting and, in reflecting, I would have liked to participate differently than I did when I realized the structure.

I would love to participate in this discussion and contribute to navigating the complexity of holding GC in a virtual meeting that is in multiple time zones and so large.

Because this group has so many newcomers and people without other 12-step experience, not everyone understands that our meetings are rooted in the Traditions. That lack of shared understanding seems to contribute to so much focus on procedure and slow down any action. For me, the extensions of time become problematic. I cannot stay beyond an hour and sometimes little gets accomplished without extensions.

You have probably thought of this, but I wonder if there is such a thing as training as a business meeting chair? It is a job that encounters frequent difficulty, not just in ACA Morning but in other 12 step groups. So it occurs to me that training sessions might exist. If so, we could require it for the position and hopefully reduce the challenges.

I have not attended SMR's business meeting, and avoid all business meetings bc they have never felt safe. Even tho' I've been in 12 step recovery since 1988. I'm realizing that I need to be more active...

I misread the survey at first, thinking that one was disagree and 7 was agree, as most surveys I've participated in use that format, so I started to fill it out wrong. I wonder how many others might do the same.

I think it would be helpful if the group voted on some basic policies/guidelines for conducting the meeting including acceptable behavior and ways to allow everyone's concerns to be heard without verbal abuse. It's disturbing to experience people quickly throwing out motions on important issues and trying to vote without group discussion and transparency.,

I've only been to one biz mtg so far

Can the SMR variations on Robts Rules of Order be posted on our web site?
Have we explored other more streamlined (modern) approaches to RRof O?

I do not attend business meetings (yet); my responses are based on what emerges in our daily meeting practice, which reflects the underlying business meeting support and activity.

I wish the business meetings were conducted more concisely, they are very long. I plan to research the ACA Morning website to learn about group policy and guidelines and perhaps think of constructive suggestions rather than just simply stating what I think could be improved. In my other fellowship, service meetings generally adhere to Robert's Rules of Order as they are written (not variations) which seem to set boundaries for the number of people who can give a pro or con on a motion and limits the amount of comments.
I think ACA Morning is an amazing meeting and is very well-run. I am taking this survey in an attempt to be helpful, not criticize, and I am sincerely grateful for the service that so many do in this group to make it safe and welcoming.

I have not been to a business meeting with this group so I cannot comment

Consensus based decision making is far more in line with tradition 2 than Roberts Rules, especially considering the work we do in aca.

In my observations and experiences, the groups varied business needs and boundaries often/not always but mostly give way to the agenda of strong personalities in the group who are inconsistent, unaware &/or unable to pursue and maintain a collective, disciplined & safe container that is in the groups best interest. While there is often an effort to facilitate a space for "everyone to be heard", (which is in theory a great goal, however in this context actually seems realistically impractical) this space has REPEATEDLY devolved into a dysfunctional, unsafe tug of war power struggle in which I've observed committed service members be attacked, blamed, projected upon as 'defacto authority figures' (not the actual individuals they are) & generally unappreciated while the balance of the group

also devolves into 'camps &/or cliques' that belong to one or the other of the strong personalities. People (often long term service members) have been retraumatized and acted out upon without acknowledgement, accountability or apparently...awareness of the abusive members or the group. Other members may subtly hoard/seek power & validation while others may not so subtly hoard/seek validation and authority. This is unacceptable. While it is always my responsibility to remove myself from abusive behavior once I identify it...the 'business end' of the group business collective does in my opinion have an obligation to it's group servants as much as it does the groups business. The servants facilitate it. If I am building the strength and knowledge to remove myself from abusive paradigms when that is my normal...how can I learn and cultivate healthier behavior for myself? I have not seen the groups business meeting operate in a way that understands that we are all at different levels of recovery, how abusive behavior, denial and our varying traits and strategies shows up within the group dynamic in subtle and very overt ways. Just because that strength or kindness is evident does not mean those group servants should not have a safe environment in which to serve. Those folks have very tender hurt parts at the same time as the strength/kindness. There is and has been zero priority for the safety of the service members. Let's get it right for our business meeting before we start messing with the organic and cultivated structure and space of our beloved SMR meeting. (ie: no "safety committee" as per the BRB) Some of the abuse &/or dysfunction shows up with a happy face and sometimes an angry one. The "angry" or even neutral voices can be targeted/scapegoated and made to be default authority figures'/projections that are acted out upon and defiantly challenged while the other side 'gets to help look spiritual and kind' Both are hurtful and facilitate trait behavior. Committed service members "should" have an environment to serve in which they are SUPPORTED, not challenged, split or projected upon, scapegoated, heroically rescued, or in the role of hero et al while carrying out the groups business. The reality that the group does not make this a priority for service members encourages dysfunctional processes and can repeat abusive behavior to be acted out upon the service members who are brave enough to step up into a visible role in service. SMR has consistently lost committed long term group servants because of this dynamic. Casualty or blessing I don't know. Maybe both but we are all in this together and people were really hurt.

Group servants....at the very leastdeserve respect. These members can then become the target of talionic rage and just accept the abuse because thats what they learned to survive. Others look the hero while others play victim or assume/take on the scapegoat as their identity. Some leave and never come back. There is only hurt, not healing or helping here. The groups collective health takes a backseat to dysfunction which is repeated like the repetition compulsion we are all trying to escape for ourselves.

This is sooooooooo harmful for the group and it's servants, repeats toxic & abusive behaviors and avoids finding workable solutions together. Not to mention....where is "god"/higher power? We all don't get to see and work through conflict together in a functional and safe way. In addition, there is a lot of inconsistency around who shows up for business meetings, who participates and how often and there's no organized effort to integrate this element into the group business meeting dynamic.

I've observed a group dynamic that seems to either struggle between trying to make everyone individually happy and/or attacking its group servants. There is either too much or too little actual rational/constructive conversation or compromise toward an actual solution....instead of the considerations for the group that would keep it healthy. Lol...we may even get derailed a lot bc of ADD symptoms...who knows the cause but I know what I saw and experienced and that's what I am describing. I will not be gaslit or gaslight myself. In general, I've seen the group business process swing from one extreme to the other...people pleasing and attack. What does seem evident and...even sad (because there's a frustration and inefficient use of energy) is that the authentic good

will & care for the group that folks really have for this specific meeting is squandered. Finally, under no circumstances whatsoever do I consider it a good idea ever.... that a small group of unknown/unelected peopleor...even known.....be acting as authority figures to operate within their own discretion, in contravention to the BRB's specific guidance, without transparency, procedure, the groups awareness, consent or consciousness to be patrolling their own subjective or ...even....objective perimeters of the group for 'unsafe' behavior for the purpose of fixing, controlling, helping or "keeping safe" for or from any individual members of the group. That is the individuals right, role and dignity respectively. The groups health here...not the individuals is the priority. I remove an individuals autonomy and dignity IF I do this for a person. The struggle has been and is an essential part of my healing. And...for me....without respect....there is no love.

I was not protected as a child from horrific violence, abuse and deprivation...in my everyday life I might be unconsciously or even overtly manipulating/looking for others to do that for me but I don't get to come into SMR & impose that or act out on a group level because I am looking to be rescued/protected & unconsciously trying to get that for myself now. How do I learn to rescue and protect myself if I don't know myself enough and others keep stepping in to model dysfunctional patterns for me? Conversely, I also consider it dysfunctional to rescue another without knowing or even considering whether I am acting out my own need to avoid my own pain and fears by looking outside myself. I also don't get to blatantly and specifically accuse others of doing the same when I don't know myself enough to judge others. What arrogance. How will anyone including myself develop the skills I need to heal if I am in an environment in which my personal autonomy is being invalidated, disrespected and acted upon by the subjective will of another...isn't that abuse and...how can I even learn that what's happening OR....conversely, be asked to patrol, be in charge of, or otherwise "sergeant at arms" for deciding who violates the safety of the group, who needs protection and what behavior is 'grounds' for exclusion from the group? We have all been grievously hurt and afraid of being excluded by others. Why act this out on others? Why even take a chance to confound, exacerbate and deliver or receive more hurt from another? How will I ever learn to trust?!

Let's focus on the health of our group and supporting its servants in a healthy container first before we create a container and context for potentially gratifying/avoiding ourselves and/or protecting others from themselves. If I am acting this out on others within the context of the group ...what is my opportunity to learn for myself or a trusted other in a safe way that that's what I'm doing? How do I learn to become accountable to myself and the other and the group for this behavior? What am I doing for myself and the group to identify my own dysfunctional behaviors that could harm the group? Do I even know myself enough to know what they are? Might I have blind spots? Have I even asked myself the questions ever or as a practice? Or am I trying to arrange outside circumstances to make myself more comfortable? Where is god/higher power? Am I in denial and acting stuff out? Am I spiritually bypassing or people pleasing? How do I know? Are my service efforts coming from love or fear? Obligation or 'shoulds'? Am I trying to belong? Was I chosen? Do I even know how to behave in a group? Have I felt or actually been deliberately excluded? What do I feel about that? What is the process for understanding group process within myself AND the group at the same time? What if I get something out of being a victim? A predator? Think about the blindness, violence and disconnection we grew up and whether we really want to create that same environment for our group and its servants.

Nuff said.

While I do not profess to have any answers my hope was always to find them in the group together AND with myself. I need both to heal. I would love to be part of a solution forward and thus far, it feels to me my efforts have been ineffective. It's important to be to be effective. This is my effort...one more time to try and participate. It's important I don't give up.

Unless and until the business meeting becomes a consistently emotionally sober container it is not safe for me to serve.

Thank you for listening.

I appreciate and value all who have served before and who are serving now.

Thank you.

Let's do this!

Let's be together!!!

None at this time.

I do not feel safe in the business meeting, but I do feel safe in the breakout room and the beginning and end of the meeting.

suggest that group conscious voting be conducted as a survey for inclusivity as well as creating forward momentum

where can I find our group's version of Robert's Rules?

THANK YOU SO MUCH to all who are doing this service and trying to run business meetings where all are respected and the business of the group can be accomplished.

Changes need to be made to the business meetings in order to keep our meetings running smoothly.

A few times I haven't successfully gotten passed into a BO room. Not sure if that's tech issues or my WiFi issues.

Big meeting needs big rules and a time limit

Its very complicated to learn. I've attended many and even googled robert's rules and I still lack the clarity of how to simply chair a business meeting to where the simple majority is heard and votes are actioned.

The business meeting dysfunction is distressing. I wonder if more structure/authority is needed, perhaps even a facilitator brought in from another meeting or the larger ACA organization to help get into a good process. ALSO: disagree being on the right is the opposite of what is usual, so I voted completely wrong at first and had to come back and fix it.

This is a tight group with the best intentions as a whole group. I am thankful I found this group. With such many people in attendance, it takes work to please all, principles over personalities.

zoom is not the same as "in person". other zoom meetings feel safer to me because there are guard rails. in the after meeting a new comer was concerned with a potentially racist flag. chat was ALSO

enabled- and a human being chose to cross talk via CHAT during the question/debate- and state a racist statement to ALL in CHAT during the NEWCOMER time discussion?: "all lives matter" & "maybe you need to find another meeting". (member wrote this to all in newcomer time after meeting). so. F chat. just my feeling. causes dissent. is a big zoom meeting, like an in person meeting? people like chat...uh huh. oki dokes. 70 % of success in recovery, go to white men as 12 step is systemically a white christian org. (stat i learned from a professional yesterday). are asian and black beings safe and heard here as opposed to other 12 step? j'espaire. i hope.

Improving Safety

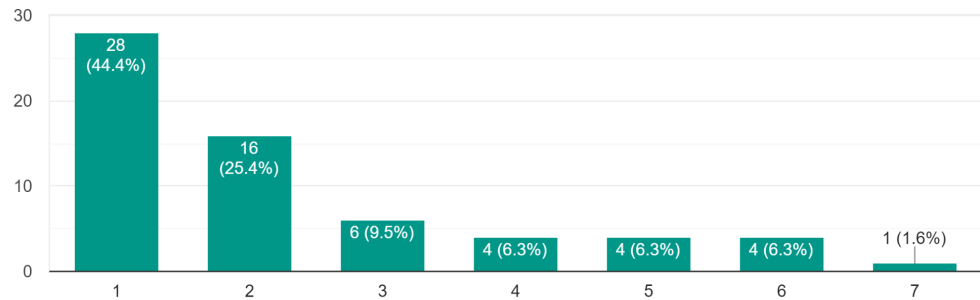
These few questions are focused on the sense of safety at SMR. A very basic needs assessment underscores the questions.

4. Our SMR meetings provide safe spaces.

Overall, from arriving at the meeting, through breakout rooms, through conversations with newcomers, how is the sense of safety? Consider too our business meetings, fellowship activities, website and chat.

63 responses

Response Score
Agree
122
Disagree
15

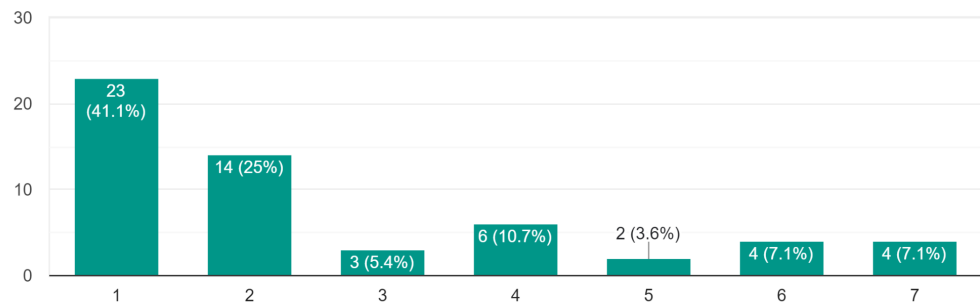


5. The website explains our policies concerning safety and offers clear procedures of what to do, just in case.

Where is it on the website, and are there additional safety resources offered? Are there links to WSO materials?

56 responses

Response Score
Agree
100
Disagree
22

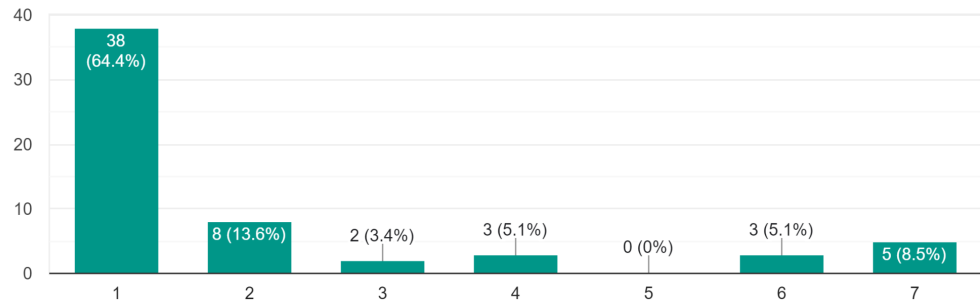


6. I see value in developing policies to address inappropriate behaviors.

Whatever the Group decides, the procedures would be in place and easily referenced on our website. The policies would address meeting safety, such as predatory behavior, bullying, aggression, etc.

59 responses

Response Score
Agree
132
Disagree
21



Comments

*Please offer any thoughts you may have about the group's needs in regard to **the safety of our meeting.***

I would like to see us, consider, turning off the chat during the meeting and requiring neutral profile pictures. At the ABC participants were required to have neutral backgrounds, and no words on their profile.

I think we need to first define safety. Is it physical, emotional, psychological, etc.?

Please see other comments concerning safety in our business practices.

I would like as much dysfunction as possible to be welcome in our meeting. I believe tolerance is a big part of recovery. I do think it would be useful to make a very short list of behaviors that are not welcome in our meeting.

I had what I felt was a safety issue which I brought up and was told it my problem, deal with it. Not a safe feeling.

Our website, along with our scripts pay lip service to safety. They SAY we take it seriously, that we are

each co-responsible for creating safety, but there are no directions about what to do or how to respond when disruptions arise or unacceptable behavior is upending a space.

chat close start meeting pls. open end. no chat in breakout sept to moderator. no pics; too large a group.

The fear of being targeted for cyberbullying runs deep in this meeting now: Based on REALLY destructive experiences of Good Servants who had to resign from their service due to viscious personal attack. ; I too and others do not volunteer for service, aware that I cannot cope with being a Target .

The notion that people being harassed, bullied, or subject to predatory behavior should just LEAVE the meeting---because the Perpetrators "need" to be here? Because the meeting needs to be "INCLUSIVE?? WHAT ABOUT ME? DON'T I NEED TO BE INCLUDED TOO? I NEED TO BE HERE NOW TOO> JUST TELLING ME TO LEAVE THE MEETING TO STAY SAFE DOES NOT FEEL VERY INCLUSIVE...

I see a lot of value in having this discussion re: safety and arriving at a GC about how to handle inappropriate behaviors. Thank you!

While there are extremes that need attention, a lot of "inappropriate behavior" is someone's trigger. If there are policies, who decides what "inappropriate behavior is".

I have not attended a business meeting. I have long term recovery in multiple programs. I hope that we can refrain from visiting the other side of the Laundry List, where we sometimes become Authority Figures.....

I don't know the website well. I have always felt safe in my breakout rooms. Altho, I heard about disruptive behavior.

I value the modeling of how healthy boundaries work provided by this meeting. The structure makes me feel safe.

The structure of the group is excellent and I appreciate the service everyone does.

I don't use website much, im low tech, so no opinion on questions 2. but I did once have a breakout room leader chat privately something I found inappropriate and interpreted as sexual harassment. I did not engage or respond. thought he might be in SLAA but don't know. I feel leary whenever he's breakout leader 4 my room, and I don't go to any parking lots if he's newcomer greeter. def affects my sense of safety. willing to chat about it.

Until the arrival of the so-called Working Safety Group (WSG, for my purposes, here), SMR felt like the safest 12-meeting I've ever attended: clear and detailed governance, and a culture of safety. I firmly supported the right of the last official SMR Safety Chair (Jeanne) to make decisions *on the

spot* and block or remove troublemakers, *without consultation.* (Responsibility as a trusted servant must be matched by authority, IMO.) The safety protocols of SMR worked just fine, before WSG. What might be needed is more clarity, about that in-the-moment Safety Chair authority. I'm not confident about the origins or real intent of the WSG, which has felt at times like vigilante-ism. The presence of members of the WSG in breakout rooms makes me feel less safe, or fear of petty retribution.

The group will be challenged on a regular basis by people with their own agenda. Please do not capitulate to them. Hold to our traditions and group conscience when we address them.

The "February event" was distressing at the time, but I felt confident that the service team could handle it, and would handle it with careful regard both for the ACA group as a whole, and for the disruptive visitor. That is, for me, the essence of "safety".

Safety committees have sometimes in the past been an avenue that predators have used to protect themselves and their activities. The predator can become trusted leaders on the safety committee and people "can't believe" that "that person" would do "that". Predators are most usually the last person anyone would "expect" to be a predator and are very clever at what they are doing.

In the end simple, open, transparent, groups of people working together in open discussion are best.

However there needs to be some recourse at or to WSO to engage professionals who have specialized knowledge and experience (and legal standing) to investigate and address issues. It is also important to have insurance in place to limit liability of individuals and the organization to explore accusations of predatory or exploitative behaviors in ACA meetings or associated activities.

We are amateurs, as members in general, and dealing with predators or inappropriate behavior that rises to the level of sexual or financial exploitation is serious business with real world risks and consequences. It should be left to the professionals and to the level of the organization that can hold legal and financial relationship for the membership that limit liability and engage professional servants with specialized knowledge and experience to act.

That being said, the general statements about appropriate behavior and an addition that inappropriate behavior that a member experiences beyond interpersonal disrespect should be reported to the appropriate place at WSO.

disrespectful or "hurtful" behaviour that does not rise to the level of a legal investigation can be handled with the information already provided...."reach out to trusted members. Talk things through, reason things out. Let there be no gossip or criticism, instead use the tools of the program."

But if someone believes they are being exploited or in danger then there should be a place to report it that will engage professionals who can respond with some ability to protect the member, the individuals involved, and the organization.

Not 100% sure about how I feel about these questions but I want to finish the survey since that was requested at this morning's meeting. I have to admit I have not researched policy on the ACA Morning

website.

I did not answer the business meeting question because I have not been to one. I find this meeting to be very very safe. I don't think that any meeting can be 100% safe so if something does happen occasionally (zoom bombers or a person in the meeting who is not respecting safety rules), I think it is important to also look at the overall safety of the meeting and that is VERY good. We can do everything that we can do and it still will not or might not be 100% safe.

It seems it will be hard to develop policies that won't exclude some people for non safety reasons, or violate traditions. Simple principles about acceptable meeting behavior should be sufficient to enable trusted servants to set and enforce healthy boundaries.

business and regular meeting are 2 entirely different animals with different objectives and needs. The meeting itself often operates not flawlessly but hiccups and issues are handled relatively consistently and orderly. Business meeting is a complete shit show. Consistently.

I think it's important to address the predatory behavior (and any other issues) I have shared that someone was contacting me, the behavior was inappropriate, but that I was able to work through it/set a boundary. But I'd been in ACA for awhile, have a sponsor, etc. What if it was a newcomer? I know this person is a repeat offender - that I wasn't the only one with whom this person was acting out their stuff. I think it's very important to have a policy to address this type of behavior. Especially when the person is a room host which this person was.

It happens so infrequently we don't need more rules and authorities

I am NOT in favor of getting too prescriptive, too rigid, too rule-driven in spelling out what behaviors are and are not appropriate. WSO has enough material on safety and I feel we are crossing multiple boundaries of the program when we take safety issues too far. Whatever happens amongst members outside of our meeting is between them, their own boundaries and their HP's. We are NOT responsible for addressing behaviors between members outside the bounds of our meetings. We overthink and abuse power around this topic of safety. We need to honor what ACA is teaching us. Everyone has their own issues, triggers, and criteria of what "safe" means for them. No meeting will ever be 100% safe. Our SMR meeting is safe enough. That is clearly evidenced by the growth over the last years. When something happens to a member, that is their own opportunity for learning how to handle it. When it becomes something disruptive to the meeting, our service team has acted accordingly. For me, what is most important, and even critical, is for the safety committee to focus on getting the right boundaries set up for business meetings. NO business meeting should last 4 hours. Humans cannot function in a healthy way under that type of duress. And NO decisions should be made after one hour. Max 90 min. We abuse the time of our members by allowing meetings to go on and on. WSO specifically states that decisions by group conscience are made by a simple majority. Let's find a way to decide what "simple majority" means for our meeting and move forward without trying to control everything and everyone.

I would also like to see a better rotation of service members. I don't think its appropriate for people to have been in service since the meeting began and to never take a break and step away from service.

Even after recent blow ups in business meetings, certain members dug into service even more. Rotating between service roles and never actually stepping back to allow others to step forward is very controlling and is displaying the authority figure trait. It is healthy to step away from service, as much as it is to give service. BALANCE please.

I havn't been here long enough to comment, but I feel ok in the meetings I've been in

Unfortunately, we need to govern these rooms with the recent number of cyber bombers and some unhealthy participants' comments and actions. Safety is essential, as many of us feel unsafe in many situations.

due to zoom not being in person, unfortunately, in my opinion a group this size needs tighter rules with "chat" like other big meetings i attend that lock it down when it starts. the newcomer after meeting? i feel that person should not expound but instead facilitate. motion to make "newcomer greeting" named "our after meeting tools discussion" to keep focus on the new being? it often becomes a monologue from facilitator, who i feel should be more so brief or pass in general, to allow space for those who find it hard to speak in public. love...all our facilitators...but are they perceived as authority inherently in a zoom format. (to themselves - and others?). how can we mitigate this "in charge/boss" energy? "10 % do 90 %"..... was said by a service holder. how can a group nurture commitment opportunities, without shaming? if a service position holder is appearing like an authority, what is best practice? i have questions more than answers today.

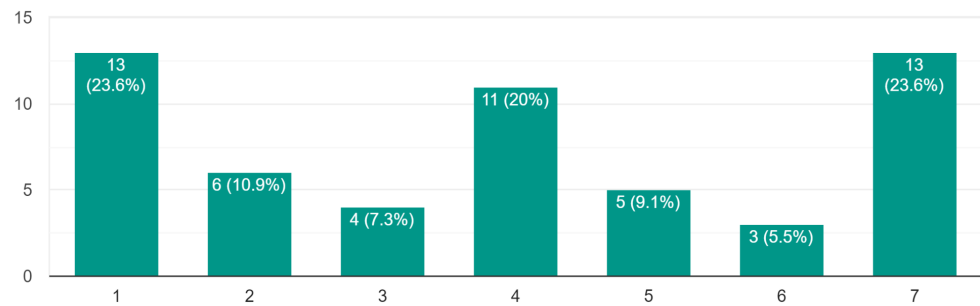
The Meeting and Fellowship, in general

These few issues came up in the course of our earliest discussions. They offer examples of the types of questions that these working groups will address. We are curious whether our members find agreement on some of these statements.

7. The Zoom chat feature would be allowed at business meetings.

55 responses

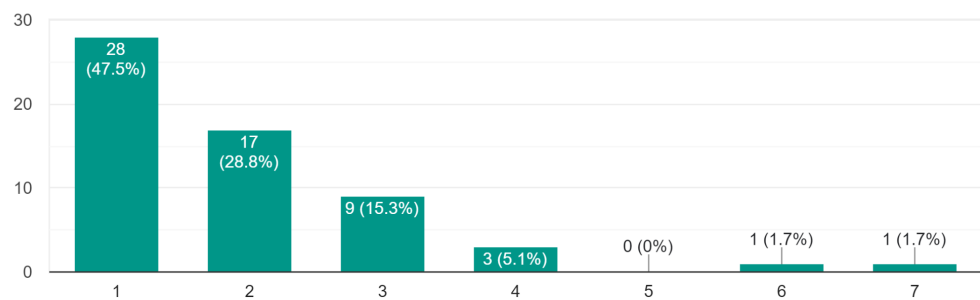
Response Score
Agree
55
Disagree
50



8. The roles and procedures for our daily meeting service positions are clear and easily found.

59 responses

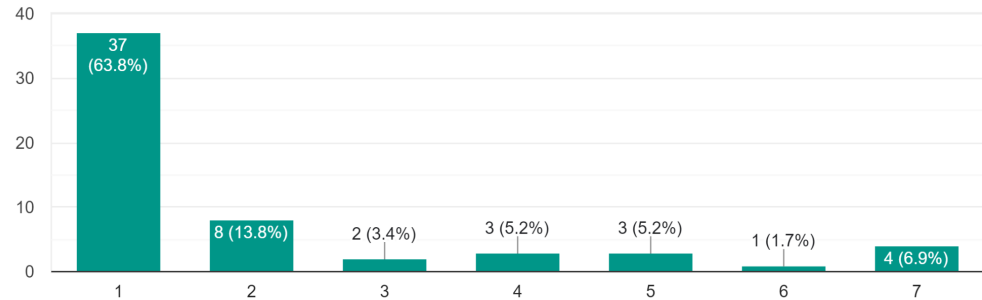
Response Score
Agree
127
Disagree
5



9. Our website will only list meetings that are registered with the ACA World Service Organization (WSO).

58 responses

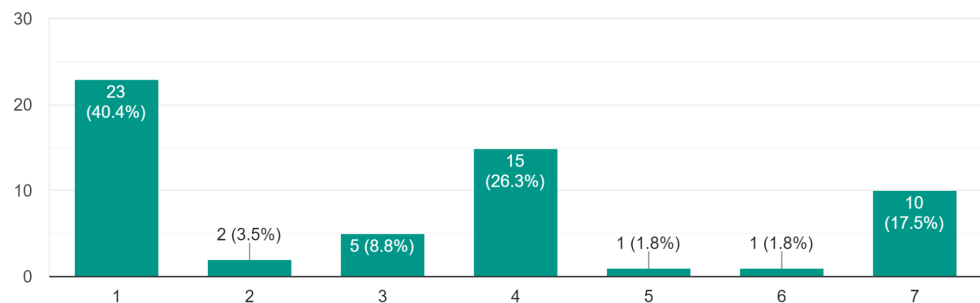
Response Score
Agree
139
Disagree
18



10. Access to the group website, mailing list and other tools would be limited to those Trusted Servants who need them.

57 responses

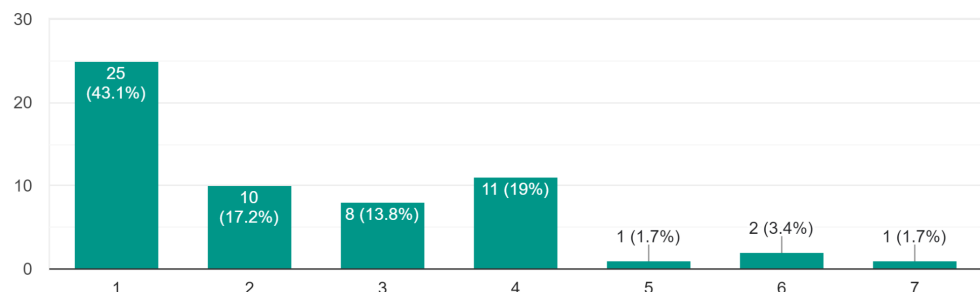
Response Score
Agree
78
Disagree
33



11. We need a policy and visible scheduling for the use of breakout rooms for group business/social activities.

58 responses

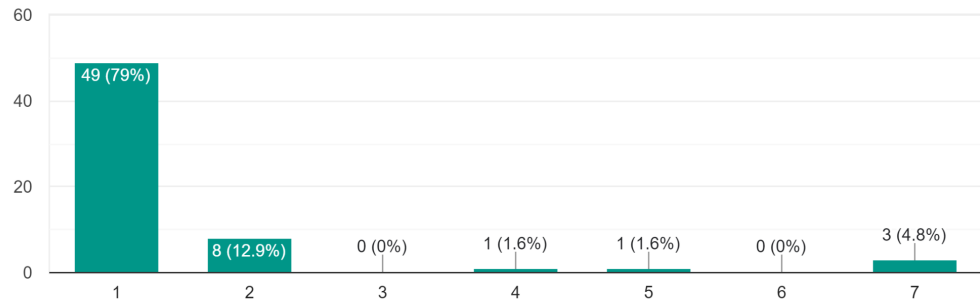
Response Score
Agree
103
Disagree
8



12. Private emails would not be posted on our website, without permission of all parties.

62 responses

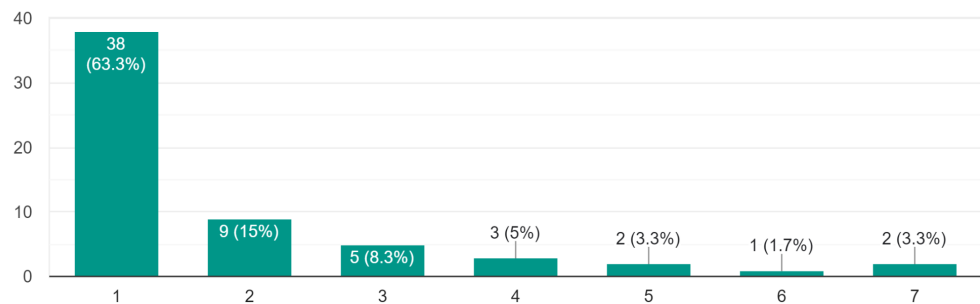
Response Score
Agree
163
Disagree
10



13. Establishing a monthly Traditions study would be healthy for our group.

60 responses

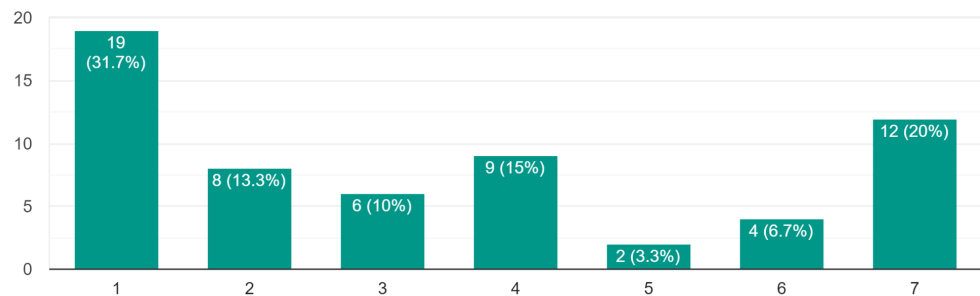
Response Score
Agree
137
Disagree
10



14. It would be helpful to have the monthly business meetings recorded and available on the website.

60 responses

Response Score
Agree
79
Disagree
46



Comments

Please offer any ideas you may have **to improve the functioning of the group.**

I would love for the chat to be disabled, during business meetings, and during our daily meeting. During the meeting, I would like to see only SMR morning meeting related announcements posted in the chat. There are too many outside meetings and outside events being posted in our chat at times and those would be better posted after the meeting during the parking lot/newcomer time.

Participation of safety protocol should be at the individual, trusted servant, group and business meeting level. All should be addressed.

I have some insights to share as a member who has given service in various roles. Please add me to the Safety Working Group as a member. Thank you.

An 11th-step offering that explores all different options on the continuum, as stated in the first comment. Breakout rooms after a 10, 15, or 20-minute group meditation? Unfortunately, all and any of my participation is dependent on health availability. I love your stewardship and wish my health was more reliable—blessings on your work.

Polls like this are very useful... I believe our meeting is too large to conduct voice-based meetings effectively. I encourage the group to explore the possibility of shifting to a silent meeting format in the interest of time and broader participation. A good description of this method is posted at <https://www.harpa.ca/hr-insights/why-silent-meetings-are-inclusive/>

More dialogue and participation.

moderators in any phase of meeting should not share while moderating that day, (after or during meeting). they appear to easily to be authority figures by nature of zoom and if they share their truth, it may not represent the group, yet appear to do so.

SUMMARIZING Business meetings might be helpful; eg motions made and passed; summarizing minority opinions etc

I do not feel comfortable from an anonymity perspective to have any video of myself (or record of my voice) or other members posted on the website, even password protected. the meeting is too large and the password too easily shared. I do think that having a discussion and GC about how we take notes and supporting the function of note-taking as a service position is important.

I feel like we need a clearer election process, including how to sign up for open positions, sharing the expectations of the position and requirements for eligibility, a commitment to rotation of service. This would be something I'd like to explore in the biz meeting conversations if I can participate. I would like to explore ways to provide context to people who can attend biz meetings.

I'd love to participate in and/or help organize a learning session on the topic of providing service in biz meetings, focusing on Traditions, Concepts, and Robert's Rules and biz meeting participation. I helped put a convo/workshop like this together as a GSR in another fellowship and it was so helpful to me and all who participated. Useful for anyone doing service as a member, or trusted servant, or chairperson.

Adding a comment here on my desired participation because there isn't a comment box on the next page. I would like to participate in both the biz meeting and safety discussion but I think I won't have time for both. Given that, I'm leaning towards wanting to participate in the biz meeting discussions. And, I'd like the opportunity to vote and contribute to the safety discussions in some way, via survey and/or GC meeting in the future once the recommendations are developed. Just adding this as a nuance that is slightly more than being informed. Hopefully makes sense. thanks!

Thank you!

Traditions meeting at least once a month in placement of one daily meeting.

Regarding the 'chat', I understand why people like it.....but I find it very distracting, especially at the beginning and end of the meeting when the chair is speaking and people are hammering the chat with comments and helpful quotes.

I think it would be helpful if there were guidelines regarding zoom name and backgrounds. Other groups I'm in actually require everyone who isn't on video to say hello by voice or chat before the discussion starts to create safety. I realize we have limited time but this is just an example. Thank you!

If WSG is indeed a sanctioned SMR function, there is no such thing as "private emails." The very inclusion of this question on this survey is a dishonest rehash of grudges. As it is, the methods of WSG -- the so-called "investigation" of two months ago -- are reminiscent of Star Chamber.

The chat feature is sometimes distracting in the middle of an on-going meeting. Nonetheless, it allows helpful communication, and the current introductory material in daily meetings limiting chat use seems to be enough to limit its use.

Keep it simple, respectful, and direct is a good compass direction to head in, in general. Apply a screen to requests to see if they can be simplified before being considered. Too many rules breaks the meetings (in general, from my experience). A reliance on respect as the foundation, with adherence individually to the traditions works really well.

Trust the program.

Trust the traditions. Trust individuals who study the traditions to follow them and that they will work for the group with a minimal need of additional rules or committees to create or enforce "rules".

There is but one authority. We are but trusted servants.

With a singleness of purpose.

The minutes are sufficient for people to access what transpired at the monthly business meeting.

Wow these questions get to some of the difficult issues and I did not answer many of them because I don't know enough to have an opinion. I see that many people are trying to find and form 12 step workgroups and it would be helpful for me if that was on the website but it is not a sanctioned WSO meeting then maybe it should not be, or if that type of thing is on the website, maybe it can be clearly stated that these are not WSO sanctioned meetings?. The question about access to the website and mailing list - the question is not clear. Do you mean access to changing the website? (or maybe you mean access to the website itself but that doesn't make sense). oh my the thought of monthly business meetings being recorded makes me sort of sick. who would actually watch them unless they are spending a lot of time blaming and being paranoid? (that might not be true, there might be other reasons). I think that if a person cannot attend a meeting they need to trust what the group conscience decided on without them. I think that someone should take notes (and notes posted) and I think that any blaming or scapegoating of someone who is not at the meeting (or sneaking around on some level) should be challenged at the meeting.

Any email or writing concerning group business should be available for member review, and the emails source and recipients identified. Further, no decisionmaking communication should take place outside publicly accessible meetings or reviewable emails.

need more information about scheduling for zoom space as that seems to be secondary to the groups collective health. also the recording of business mtgs....who is going to do the admin end of that?

Please link the step meeting with the tradition meeting for at least the first 6 months. Many don't know or understand the traditions, and while not everyone will share on the tradition, this is an easier way to become exposed to it. Also, attendance at tradition meetings generally sucks. Give people an extra minute to share, then they will feel they have time to share on both. (Better to do a Traits meeting.)

"Access to the group website, mailing list and other tools would be limited to those Trusted Servants who need them." - this needs clarity of focus and intention - misuse of mailing list and website by "trusted servants" already demonstrated - guidelines for usage needed as well as honor commitment from those who have access, and transparency of history - unadulterated record-keeping with clear footnotes for clarification of inconsistencies

again, thank you, thank you, thank you to everyone serving on these committees!

The question about allowing chat in the business meetings is too broad. Its not an all or nothing. I believe the chat can be closed at relevant points during the business meeting, and open for beneficial use at other points. For example, while shares are taking place, chat could be used for those who cannot speak up or to keep time to a minimum and maintain the "simple majority" voices to be heard.

For the website - I disagree to list only meetings that are WSO approved. I think there are alot of study groups and other workshops that are beneficial for people to be aware of , which may not have had time to be listed on WSO. But I am fine either way -whatever the GC decides on this.

I don't understand the need for a formal policy on breakout rooms for group business or social activities. Again, we are taking things to an extreme and getting too controlling/rule driven. We simply need someone to stand up to take over as tech host when a business meeting or social activity is being held, so that the SMR meeting tech host is not uninformed, caught off guard and forced into awkward situations.

This group started so small and has morphed into a huge meeting. The more people, the more management is needed. Check-ins, maybe monthly surveys, can be a safe forum to express concerns, and then these concerns can be addressed at the business meetings. Since some members cannot attend the business meetings due to so many time zones and schedules, it would be beneficial to record them using some comment responses within the format.

"clear and easily found". some have severe literacy issues and will not read site and will never know bout stuff unless discussed on group level? what is percentage of people who read site? that would be an after meeting tool, no? motion to make after meeting a "tools" meeting for the group, with a focus on helping guide newcomers to tools like traditions and "understanding our site content", not... my "being or not being in another program". how can we best serve the minority? the "host" venting meeting? 12 hosts only were in room....lotta other folks were there at the host "vent meeting". "first we here from hosts". why? "host meeting"- should be about best practices hearing from all- not an exclusive club, cause "we are the 10% doing all the work, so we need a club to... (gossip?)". robert's rules have not felt in place consistently in over 2 years coming. let's create "tent cards for zoom ACA" a la al anon tent cards. (someone else said that. 2nd). do we have scripts for business meetings to make all feel safe? including the brave facilitator (s)?

Conclusions

These surveys were never intended to define any conclusions. There were no votes on a specific motion. They were a means of taking the temperature of the group, of receiving some guidance. At least from the members who participated. They are snapshots in time.

Additionally, the second survey provided a space for members to offer their opinions. While this may benefit the group, the act of making a statement could also be instrumental in the individual recovery journeys of each of our members. What's more, this exercise could be a way for members to hone their written communication skills. It's all good.

The study groups will have this information to work from. They may choose to incorporate some of the questions and responses into their work. Or not. Thankfully, we now have the contact info of those members who had expressed interest in working with either or both of the study groups. Involvement is key to a healthy meeting group and we are grateful to have interested and willing members. There were 64 responses to the second survey.

Thank you to everyone who participated in either of the surveys.