

**CMA CHICAGO
INTERGROUP
SERVICE MANUAL**



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Approval Date: 11/11/2016

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Introduction

“Having had a spiritual awakening as a result of these steps, we tried to carry this message to crystal meth addicts, and to practice these principles in all of our affairs.” -- Step 12

“Our common welfare should come first. Personal recovery depends on CMA unity.” -- Tradition 1

Purpose

Service work is an important part of how we carry the message to those in need of recovery. Our work in service ensures that when someone is in need there will be a phone number to call, a meeting list or website available, a news piece that accurately reflects what we do in CMA, a brochure to answer questions, a meeting to attend, or a chip to encourage.

While our groups are autonomous, it is our service work and structure that help make the spiritual program of recovery widely available to any who may seek it. Service work benefits all of us in the fellowship. It benefits the newcomer and it rewards those who choose to do service. For many of us, service work is a joy and an integral part of our own personal recovery.

This manual provides a general description of the various elements and structure of CMA in Chicago. It does not, and is not intended, to cover all aspects of service available in CMA. It is intended to offer guidance and support for the unity and growth of the fellowship, not as a list of edicts and rules. This manual supplements the CMA Manual for World Service, which is available at www.crystalmeth.org. We consciously strive to align ourselves with the direction, spirit and language of the General Services Committee.

Like our personal recoveries, this manual is a work in progress--just as we are never “done” in our recoveries, this manual will evolve over time as our fellowship grows and matures.

Amending this Service Manual

This manual may be amended via a vote of Intergroup. The motion to amend will be discussed at the first meeting at which it is made. It will then be placed on the agenda again for the following Intergroup meeting. Further discussion and a vote will take place at that time. For the motion to pass, it must receive two-thirds vote of the members present.

History

CMA World

This section is taken from the CMA Manual for World Service.

In 1994, the founder of CMA--Bill C., a recovering crystal meth addict 16 years sober in A.A.--observed a growing number of other crystal meth addicts attending various twelve-step meetings in Los Angeles. Bill recalled that many of the secretaries of these meetings did not like the shares of the crystal meth addicts and were therefore reluctant to call on them in meetings. Bill maintained that there ought to be a place for these people to share.

Though the program of recovery as outlined in the Twelve Steps would clearly work for crystal meth addicts, the other meetings' singleness of purpose meant that many who exclusively used crystal felt uncomfortable participating fully in these meetings and fellowships. Bill believed that these people would benefit from a special-purpose meeting for those recovering from addiction to crystal meth. From this idea the fellowship of Crystal Meth Anonymous was born.

Attended by 13 people, the first meeting of Crystal Meth Anonymous was held September 16th, 1994, @ 9:45 pm at the West Hollywood Alcohol and Drug Center in West Hollywood, California. Members of that meeting quickly started other meetings, and within a few months there were meetings daily in Los Angeles.

Members of CMA in Los Angeles started meetings in San Francisco and San Diego. Meetings also sprang up in Salt Lake City, New York City and Phoenix in 1998. By 2001, CMA meetings had begun in Atlanta, Georgia, and soon thereafter meetings followed in many other parts of the country.

How CMA was established in Chicago

In September 2002 on a visit to Hot 'n Dry, a convention in Palm Springs, CA, Howard G., first learned of CMA from attendees from Los Angeles. That next month in October 2002, Howard then went to Ft. Lauderdale, FL and a friend took Howard to his first CMA meeting which had recently started at the Lambda house there. Upon his return home to Chicago, Howard attended a Narcotics Anonymous meeting at the Broadway United Methodist Church. After this meeting, he went to fellowship with Mike M. and Tom A. and mentioned to them the CMA meeting he had attended in Florida because he knew they had a common experience in recovery from crystal meth. Howard mentioned to them that he thought about starting a CMA meeting in Chicago and they were fully supportive about this idea.

To start a CMA meeting in Chicago, Howard first needed to secure a space. At the time there were no strong Friday night AA or NA meetings in the Lakeview area of Chicago. He decided to start a new CMA meeting on Friday night. Someone suggested AIDS Care Residence House on Barry Ave. Howard met with this facility, and graciously, they agreed to allow the CMA Group to meet there on Friday nights for no charge. Next, Howard needed to find a way to attract the suffering crystal meth addict to this meeting. At the time, there was a lot of mention of crystal meth and crystal meth use in the media; therefore, the Gay Chicago magazine allowed Howard to put a free listing about this new CMA meeting in its weekly

events section. He also informed several local treatment centers about this new CMA meeting. Finally he needed to get a commitment from a few friends to continually show up at the meeting for the first few months. Four other recovering addicts committed to this new beginning.

On a Friday night in November 2002, 5 people attended the first CMA meeting in Chicago: Howard, Mike, Tom, and 2 of Howard's friends. Each week these 5 attended this Friday night CMA meeting hoping others would eventually join. After several weeks, people started showing up and coming back to this meeting. The CMA program finally started to take root in Chicago. In the beginning of 2003, a second meeting was started on Tuesday night at the New Town Alano Club. Soon after that in the spring of 2003, a third meeting began on the second floor of Ann Sather's restaurant on Belmont Ave.

The Growth of CMA in the Illinois Area

By 2006, CMA Chicago was thriving, with daily meetings. Some members felt a need for a centralized meeting list and a way for groups to communicate. Therefore in February 2006, the Chicagoland Area Intergroup was formed. Members who wanted to be involved met and elected the first set of officers and committee chairs. By spring of 2007, a committee was formed to document Intergroup processes. The first version of this service manual was adopted in July 2007. As the Chicago Intergroup matured, there was a need to align with the structure of the CMA General Services Conference. Subsequently in 2010, the Intergroup voted to rename and establish itself as the CMA Illinois Area. In 2013 CMA membership skyrocketed. As of the writing of this edition, we are happy to currently have over a dozen weekly meetings in the Illinois Area.

The Service Structure of CMA

"CMA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve." -- Tradition 9

CMA Groups

Most of our first experiences with CMA were at meetings of Crystal Meth Anonymous. A meeting is broadly where two or more addicts come together for the purpose of recovery. In the language of the Chicago Intergroup, these 'meetings' are inclusive of CMA meetings like *Founders Day*, CMA meetings at a Round Up, or even home group meetings of private members. When two or more addicts come together for the purposes of recovery, we use the general term 'meeting'.

A *CMA Group* is a spiritual entity that exists beyond the specific time and place of the meeting. CMA Groups are financially self-supporting, register with their Intergroup, elect service representatives, and carry the message to the addict who still suffers.

Autonomy and Groups

Whenever two or more crystal meth addicts come together for the purpose of recovery, they can form a CMA Group — provided that they have no other affiliation. Each Group's primary purpose should be to carry the message to the addict who still suffers. By tradition, each Group is autonomous, conducting itself as its members see fit, provided that its actions do not impact other groups or the CMA Fellowship as a whole. CMA does not govern individual meetings, instead relying upon the spiritual principles outlined in our Twelve Traditions and Twelve Concepts to guide each Group's actions.

Service Commitments

Nearly every Group needs people to make the coffee, set up the chairs, and read the Steps or Traditions. As meetings grow, they may elect service positions responsible for the effective operation of the meeting. These positions may have differing names and/or responsibilities from Group to Group — one Group may have only a secretary or chairperson while another may have both. Furthermore, responsibilities for these positions may differ from one Group to another. Depending on the responsibilities of the position, the Group may choose to have a sobriety requirement for persons holding certain positions.

Here are a few examples of service positions at the Group level:

- Secretary
- Chairperson
- Treasurer
- Setup
- Greeter
- Coffee/Refreshments
- Chips
- Literature
- Cleanup

- Phone List
- Time Keeper
- General Service Representative (GSR)

Since Groups are autonomous, they choose which positions they need and what those requirements should be.

The General Service Representative

The General Service Representative -- “GSR” -- is an elected member of the Group who provides a link between that Group and the rest of the Fellowship. They are responsible for carrying their group’s voice to Chicago Intergroup. Following Chicago Intergroup meetings, the GSR then reports back to their Group what has happened within Intergroup. The GSR participates in decision-making at Intergroup, casting their vote when needed. This dialogue provides the conduit for an informed group conscience throughout our service structure.

Suggested GSR Responsibilities

- Attends their Group meetings regularly, including all business meetings
- Attends all monthly Chicago Intergroup Meetings and annual Service Workshop
- Makes regular reports to their Group regarding Chicago Intergroup activities
- Collects the thoughts and opinions of their Group and carries the voice of their Group to the Chicago Intergroup
- Encourages their Group to provide financial support to Chicago Intergroup
- Familiarizes themselves with available information related to service (including this service manual)
- Encourages Group members to become involved in CMA service
- Reads aloud the Chicago Intergroup announcements at their Group’s meetings
- Obtains chips and newcomer packets from Fulfillment at Intergroup

Suggested Qualifications

- We strongly suggest that the GSR have one year of continuous sobriety due to the ongoing demands of this service commitment.
- The GSR should have the time, availability, and willingness to attend monthly Chicago Intergroup meetings and to fulfill the other responsibilities of the position.

Term and Election Procedures

The GSR is elected for a one-year term, suggested to run concurrently with Chicago Intergroup committee members. We suggest that Groups elect their GSR’s in March to attend their first Intergroup meeting in April. Qualified individuals are nominated by Group members and then elected by the Group. Once a GSR is chosen, Chicago Intergroup Secretary should be notified at cmachgosecretary@gmail.com.

The Alternate GSR

Groups are strongly encouraged to also elect an Alternate GSR to fulfill the responsibilities of the GSR when the primary GSR is unavailable. The Alternate GSR should have the same qualifications and duties

as the GSR. Like all CMA members of the wider fellowship, Alternate GSRs are invited and encouraged to attend Intergroup meetings but will only have a vote in the absence of their Group's GSR.

Business Meetings

Groups are encouraged to hold regularly scheduled business meetings where members discuss changes to the meeting's format or script, the use of Group funds, elect service positions, discuss H & I issues, and communicate with their GSR about what is happening throughout the Fellowship. All Group members are invited to bring suggestions to these business meetings. Groups also make donations from their Seventh Tradition funds to Chicago Intergroup, which depends on these donation to operate. Please see the "What is A Business Meeting?" pamphlet for more information at www.crystalmeth.org

How to Start A New Group

Intergroup suggests the following process to streamline the establishment of new CMA Groups.

1. The new meeting elects a GSR. We suggest this GSR is a distinct person from the Chair or Secretary.
2. At the new GSR's first Intergroup meeting, they may report to Intergroup, receive a copy of the Intergroup Service Manual, and become familiar with Intergroup processes.
3. At the GSR's second Intergroup meeting, if the meeting is ongoing, Intergroup votes to officially include the new Group in Chicago Intergroup.
4. If the vote passes, the new GSR becomes a voting member of Chicago Intergroup at the following month's Intergroup meeting.
5. Intergroup then lists the meeting on the Chicago Intergroup website and provides other Intergroup services to the new Group.

The Chicago Intergroup

CMA Intergroups

In general, intergroups provide supportive service for groups within a geographic locale, a language, or other unifying factor for a 12-step fellowship. Group lists and websites support newcomers and help visitors find meetings. An inventory of chips may be provided for local groups. Intergroup may even support local events for the CMA community. All of these services help a specific fellowship of groups unified by a common ease of communication.

Chicago Intergroup is one such intergroup, united by geography and history.

Chicago Intergroup vs District

When Chicago Intergroup provides services to metro-area Chicago CMA Groups, it is functioning as an Intergroup. When information is flowing between Intergroup and other service bodies outside Chicago, it is functioning as a District. Regardless of this dual-functionality, the gathering as a whole is called “Chicago Intergroup”.

Officers of Chicago Intergroup

Voting Rights

While all who identify as members of CMA are welcome at Intergroup meetings, only those elected can vote on business: elected GSRs, elected alternate GSRs (if the primary GSR is not present), Chicago Intergroup officers, subcommittee co-chairs, the Area Delegates, and the Great Lakes Trustee who represents the Great Lakes Region on the Board of Trustees. H&I meetings are represented by the H&I subcommittee chair(s); they do not have their own GSRs.

Officer Positions

Officers consist of Chair, Secretary, Treasurer, Registrar, and Fulfillment. In the spirit of rotation of service, each officer should serve a maximum of two consecutive one-year terms. **All Intergroup elections are held in March.**

The positions and duties of Chicago Intergroup officers are as follows:

- Chairperson — The Chairperson is responsible for calling to order and presiding over monthly Intergroup Meetings.
- Secretary — The Secretary records minutes at monthly Chicago Intergroup meetings and distributes them to the GSRs, conducts roll call at Intergroup Meetings, maintains the email distribution list, and publishes the weekly announcements.
- Treasurer — The Treasurer is responsible for managing the financial affairs of Chicago Intergroup. These duties include, but are not limited to, preparing budgets, keeping the Intergroup treasury, and maintaining and publishing records of all transactions. All financial transactions of the Chicago Intergroup are recorded on the Ledger, which is maintained on Google Docs.
- Registrar — The Registrar is responsible for maintaining a list of all registered groups in the Area. The registrar is also responsible for all communication means of the Chicago Intergroup;

this includes the Intergroup website (www.crystalmethchicago.org), social media accounts, phone line 312.600.5590, info@cmachicago.org email forwarding, and ensuring that each Group's information is kept up-to-date on the CMA world website (www.crystalmeth.org)

- Fulfillment (Chips and Literature) — Coordinates the distribution of recovery chips or medallions and maintains an inventory of CMA pamphlets, brochures, or other literature.

Suggested Officer Qualifications

All Chicago Intergroup officers should have at least one year of continuous sobriety with a working knowledge of the Twelve Steps, Twelve Traditions, and Twelve Concepts. It is recommended that each officer have previously served in another position within Chicago Intergroup for at least one year.

Subcommittees

Subcommittees should meet regularly to perform their duties. Publicly announced open subcommittee meetings are encouraged. All CMA members, and GSRs in particular, are encouraged to participate on at least one subcommittee. CMA Intergroup subcommittees are modeled after GSC subcommittees at the World level that do the same work. Subcommittee chairs are invited and encouraged to participate in the monthly conference calls of these GSC subcommittees to exchange ideas and learn how others around the world are serving their local fellowship. Currently we have three standing subcommittees:

Hospitals and Institutions (H&I)

- The H&I subcommittee is responsible for carrying the CMA message to individuals who are confined, restricted, or otherwise unable to attend one of the regular CMA meetings in the Illinois Area. The subcommittee coordinates communication with the facilities and facilitates meetings prisons, hospitals, or treatment centers, etc.
- H&I meetings are an outreach of Intergroup, and are not “CMA Groups” as they are not self-supporting, and are associated with institutions other than CMA.

Public Information & Outreach (PI&O)

- The purpose of PI&O is to provide and communicate consistent and readily available information and resources about CMA to all those affected by crystal meth. This subcommittee provides informed volunteers to answer inquiries from the public, media outlets, mental health professionals, institutions and publications. This may be accomplished by attending professional conferences and producing direct mailings or Public Service Announcements.

Recreation and Activities

- The Recreation and Activities subcommittee creates monthly activities and gatherings to strengthen fellowship, build community, and socially support the recovering addict.

Suggested Subcommittee Qualifications

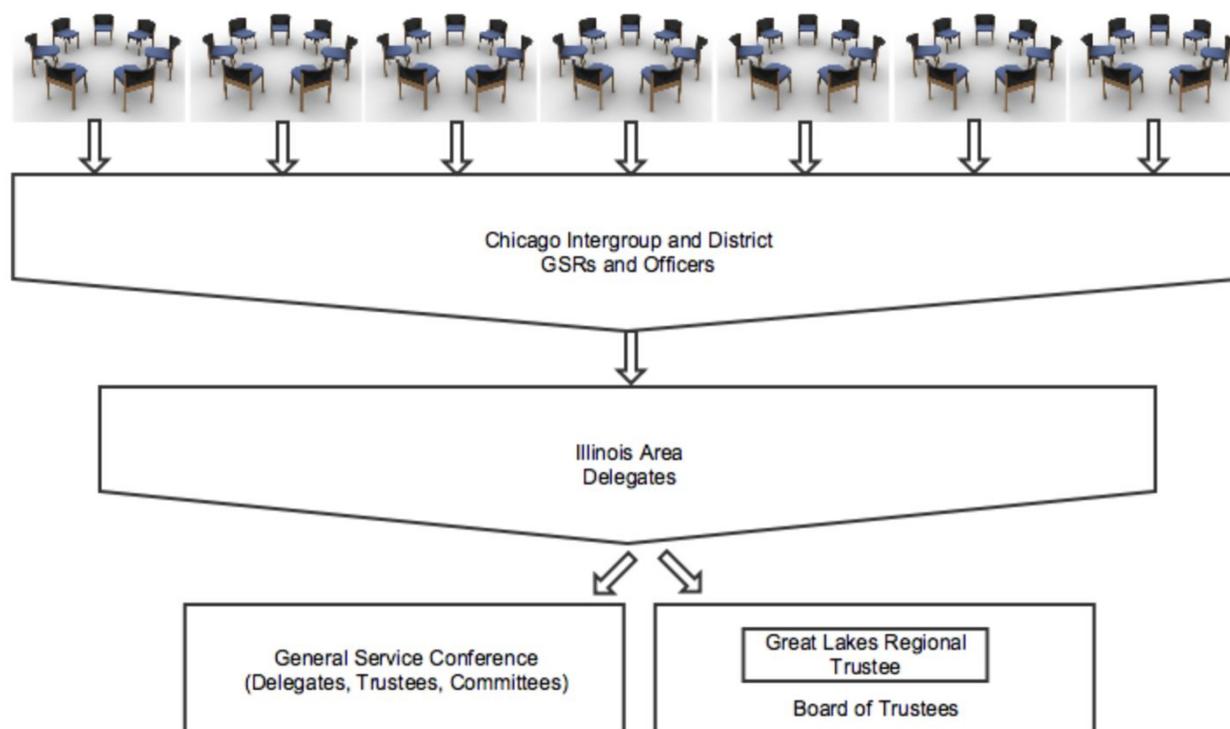
All subcommittee co-chairs should have at least one year of continuous sobriety with a working knowledge of the Twelve Steps, Twelve Traditions, and Twelve Concepts.

Structures Beyond Intergroup

What is a CMA Area?

An Area is the statewide service structure that provides communication among groups and Districts within the state. There currently are no other active Districts within our Illinois Area, so the role is simplified: there is very minimal coordination required at the state area level.

As an Area, the Chicago Intergroup provides the fundamental mechanism for channeling our collective group conscience to the General Service Conference (“CMA World”) and thus to the Board of Trustees. The Illinois Area could form Committees to provide services should multiple Districts arise within the Area, but so far this has not happened in Illinois Area, thus the Chicago Intergroup provides these services.



**each arrow represents an election*

Chicago Intergroup and Chicago Area Meeting

In November 2010, Chicago Intergroup motioned to form the Chicago District and Illinois Area and this motion passed. Each year, in the month when a new Delegate is elected, Chicago Intergroup acts as an Area Assembly.

The Area Delegate

Delegates are the primary conduit for information to flow between Chicago CMA Groups and CMA World Services. This is accomplished primarily via a congress of all elected delegates from all Areas

across the world, known as the World Service Conference (WSC). Each Area may send two delegates to the WSC. Delegates serve a two-year term, staggered annually, such that Intergroup elects one new Delegate per year. Additionally, Delegates are the primary contact people for the dissemination of information from the Board of Trustees to the Groups.

Elections of Delegates

As in all levels of our service structure, Intergroup should strive to elect the most qualified individuals for each position. Qualified individuals are asked whether they wish to stand for each open position. Candidates are asked to leave the room. Floor is open for comments about the candidates. A vote is taken. A majority is required for elected positions.

Delegates should be elected prior to the CMA World Service Conference with time to familiarize themselves with the agenda items contained in the delegate packet and to solicit thoughts from the Groups. Therefore, these elections would typically take place in **March**. If a vacancy occurs during the course of a Delegate's term that vacancy may be filled by an Alternate Delegate, elected in the same manner as the Delegate. The Alternate Delegate would be expected to participate in all Chicago Intergroup activities in order to become familiar with the groups' thoughts and concerns, just as the Delegate would.

Duties

The primary duty of the Delegate is to attend the annual WSC, carrying the voice and experience of their Groups and Chicago Intergroup. Each Delegate will also be assigned to a WSC Committee and be expected to participate in the discussions and deliberations of that Committee. The Board of Trustees may elect to contact registered groups directly, in many situations the Delegate will be expected to carry important information from the Board back to their groups.

The duties of the Delegate are not limited to their participation at the Conference. Before the Conference, each Delegate will be provided a packet of background information related to agenda items to be discussed at the Conference. Delegates should review all the materials in the Delegate Packet to familiarize themselves with the issues to be discussed. In order to develop an informed Group conscience, the Delegate should share this information and seek feedback from others in our Area. We may choose to hold a special pre-Conference workshop to discuss agenda items and other topics affecting the local fellowship.

Although each Delegate represents an Area at the Conference, personal recovery depends on CMA unity and it is the duty of every Delegate to act at all times in the best interests of CMA as a whole. While Delegates solicit thoughts and opinions from the members and groups in their Area and bring them to the Conference, once at the Conference, it is the Delegate's responsibility to cast their vote based on the best information they have at that time. Delegates at the Conference may hear a convincing discussion presented by another delegate, containing information they had not previously considered. As a result, they may decide it is best for CMA to pursue a different course of action than the one requested by their Groups, so they should feel free to cast their vote accordingly.

Delegates are expected to participate in as much of the Conference as possible. The success of the Conference and its committees depends upon the diverse experience of every Delegate. Delegates also have the opportunity to seek out fellows from around the country and learn more about CMA activities

beyond their local area. After the Conference, Delegates should provide a report of Conference activities to their Groups, answer questions, and receive feedback from the members of their local fellowship. It is important that the Delegate attend meetings of individual Groups throughout their term to encourage participation of both members and Groups in CMA's service structure.

Qualifications

Because of the tremendous responsibilities inherent in this position, it is recommended that the Delegate to the General Service Conference have at least two years of continuous sobriety and have previously held other service positions in our Area. We are encouraged to select the best possible candidate as Delegate, representing the diversity of our Fellowship, sending those who have demonstrated willingness to devote their time and effort to working on behalf of the fellowship.

Expenses

CMA World Services does not pay for the Delegates' expenses to attend the Conference. Our Chicago Intergroup makes every effort to assist our Delegates with these costs. It is also possible that the Delegate will incur expenses in their duties which Intergroup may be unable to reimburse.

The Board of Trustees

The Board of Trustees is the chief service arm of the General Service Conference and is primarily responsible for ensuring the smooth, day-to-day operations of Crystal Meth Anonymous, Inc. While it conducts all direct financial, legal, and operational activities for the Fellowship, its actions are essentially custodial in nature. The primary duties and responsibilities of the Board are outlined in the Bylaws.

The Board of Trustees receives guidance and direction from the Conference. As outlined in the Charter, the Board of Trustees is free to conduct its business as it deems necessary. However, on all matters that may affect CMA as a whole, the Board should seek the opinion and guidance of the Conference. As members of the Conference themselves, they are able to participate in the decision-making process.

Region and the Board of Trustees

When a Regional Trustee position becomes vacant on the Board of Trustees, each Area within that Region may submit one nominee to the Regional Assembly. The Chicago Intergroup is within a region called "Great Lakes" as defined by the Board of Trustees. Within the Great Lakes Region, traditionally one trustee has been nominated by Illinois Area and one by Minnesota. These are the two most active areas within the Great Lakes. Final approval of trustees is carried out by the General Services Committee. Please see the CMA Manual for World Service for more information.

Thus the CMA Board of Trustees is ultimately comprised of people nominated and chosen from local CMA groups.

Region Map



Chicago Intergroup Meeting Structure

Time and Location

Intergroup meetings are usually held on the 2nd Friday of the month at 8PM at the Center on Halsted.

Format

Intergroup meetings generally follow the following format:

- Call to Order and Roll Call
- Approval of Previous Minutes
- Officer and Subcommittee Reports
- GSR Reports
- Old Business
- New Business
- Closing

Call to Order and Roll Call

The meeting begins with a call to order and Serenity Prayer. This is followed by a reading of the 12 Traditions. The Secretary then takes roll call to establish quorum. Quorum is defined as one-half of voting members being present. Quorum must be achieved and maintained for Intergroup to take any vote. Individuals count once towards quorum, and cast a single vote, without regard to the number of positions they hold.

Approval of Previous Minutes

The Chair calls for a motion to approve the minutes of the previous meeting. Minutes should be sent out by the Secretary at least a week in advance.

Officer and Subcommittee Reports

The meeting hears reports from the Chair, Secretary, Treasurer, Registrar, Fulfilment, Area Delegates, Trustee, Subcommittee Co-Chairs (H&I, PI&O, and Activities). The Treasurer should report Intergroup's treasury balance both during their report (prior to that meeting's donations) and after GSR reports (including all new donations). If any voting member will be requesting funds during new business, it should be mentioned during their report.

GSR Reports

The meeting hears reports from each GSR present. GSRs should mention their Group's average attendance, whether or not they are making a donation (and if so, the amount), makes a request for chips and literature (if needed), and any other updates that are relevant to Intergroup as a whole.

Old Business

The meeting then proceeds to old business – unresolved matters from previous meetings. The member who first made the motion is then given an opportunity to bring the motion to the floor.

New Business

Following old business, the meeting proceeds to new business. Items are brought to the floor according to the agenda of the meeting, which should be compiled in advance by the Secretary. Any voting member may place an item on the agenda by submitting it to the Secretary at least 24 hours prior to the meeting. No new business will be discussed at Intergroup that is not on the agenda unless a motion is passed to deviate from the agenda to discuss that item. Motions to deviate from the agenda are not discussed; they proceed directly to a vote.

Closing

At the close of new business, the date of the next meeting should be announced. The meeting then concludes with the “WE” version of the Serenity Prayer.

Motions

Motions can be made by any voting member. Voting members include:

- GSRs
- Intergroup Officers
- Subcommittee Co-Chairs
- Area Delegates
- Regional Trustee or Trustee Elect

Seconding and Discussion

Motions, if seconded, are then discussed (except as noted below). During discussion, the Chair recognizes any CMA member present who wishes to speak. That person is given a designated time to speak (usually 1-2 minutes). No one may speak twice on a motion until all who wish to address that motion have spoken once. Discussion proceeds until there is no further discussion or a motion to call the question is passed. If a motion to call the question is made, and seconded, it is immediately voted upon. If the call to question passes, the original motion goes directly to a vote. If it does not pass, discussion continues.

Amending a Motion

Motions may be modified in two ways. Any voting member may offer a “friendly amendment” to the motion. If the person who brought the original motion agrees to the change, discussion on the motion as amended continues. If the person who brought the original motion does not agree to the friendly amendment, the motion can also be amended through a vote of the body.

Tabling a Motion

Motions can also be tabled. In doing so, the body chooses to postpone further discussion and voting on that motion until a later time. This is done through a motion to table the motion. Motions to table a motion are discussed and voted upon in the same manner as a regular motion.

THE TWELVE TRADITIONS

1. Our common welfare should come first; personal recovery depends upon CMA unity.
2. For our group purpose there is but one ultimate authority-a loving God as expressed in our group conscience. Our leaders are but trusted servants; they do not govern.
3. The only requirement for CMA membership is a desire to stop using.
4. Each group should be autonomous except in matters affecting other groups or CMA as a whole.
5. Each group has but one primary purpose-to carry its message to the addict who still suffers.
6. A CMA group ought never endorse, finance or lend the CMA name to any related facility or outside enterprise, lest problems of money, property and prestige divert us from our primary purpose.
7. Every CMA group ought to be fully self-supporting, declining outside contributions.
8. Crystal Meth Anonymous should remain forever non-professional, but our service centers may employ special workers.
9. CMA, as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.
10. Crystal Meth Anonymous has no opinion on outside issues; hence the CMA name ought never be drawn into public controversy.
11. Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, television, films and other public media.
12. Anonymity is the spiritual foundation of all our traditions, ever reminding us to place principles before personalities.

The Twelve Traditions of Alcoholics Anonymous have been reprinted and adapted with the permission of Alcoholics Anonymous World Services, Inc (A.A.W.S.) permission to reprint and adapt the Twelve Steps and Twelve Traditions of Alcoholics Anonymous does not mean that Alcoholics Anonymous is affiliated with this program. AA is program of recovery from Alcoholism only - use of A.A.'s Steps and Traditions, or an adapted version of its Steps and Traditions in connection with programs or activities which are patterned after A.A., but which address other problems, or in any other non-A.A. context, does not imply otherwise.

- **The 12 Concepts of CMA**

1. Final responsibility and ultimate authority for CMA world services should always reside in the collective conscience of the Fellowship of CMA as a whole.
2. The General Service Conference of CMA has become, for nearly every practical purpose, the active voice and the effective conscience of the Fellowship in its world affairs.
3. To create and insure effective leadership, we should endow each element of CMA with a traditional "RIGHT OF DECISION," which allows our trusted servants to decide what matters can be disposed of by themselves and what matters require them to report, consult, or ask for direction.
4. At all responsible levels, we ought to maintain a traditional "RIGHT OF PARTICIPATION," allowing our trusted servants voting representation in reasonable proportion to the responsibility that each must discharge.
5. Throughout our structure, a traditional "RIGHT OF APPEAL" and a "RIGHT OF PETITION" ought to prevail, thus assuring that minority opinions will be heard and personal grievances will be carefully considered.
6. Although the General Service Conference has the final decision respecting overall matters of general policy and finance, it recognizes that the chief initiative and active responsibility in most of these matters, especially the day-to-day functioning of CMA's world services, should be exercised by the Trustees acting together as the Board.
7. The Bylaws of Crystal Meth Anonymous are a legal instrument that fully empowers the Board of Trustees to manage and conduct all of CMA's world services. The Conference Charter itself is NOT a legal document; it relies instead upon the force of tradition and the power of the CMA treasury for its final effectiveness.
8. Our Board of Trustees is the principal planner and administrator of overall policy and finance, as decided by the General Service Conference. It also has custodial oversight of CMA's separately incorporated service entities, which the Board exercises by its ability to select the executives of these entities.
9. Good service leadership at all levels is indispensable for our future functioning and safety. Primary world service leadership, once exercised by the founders of CMA and the General Service Committee, must necessarily be assumed by the Board of Trustees.
10. Every service responsibility should be matched by an equal service authority, with the scope of such authority well defined.
11. While the Trustees hold responsibility for the administration of CMA's world services, they should always have the assistance of the best possible committees, staffs, consultants, and if necessary, corporate executives who are not Trustees. Such individuals, whether volunteers or paid employees, should be chosen with care. Serious concern should be given as to how they are selected, what qualifications they possess, and what rights and duties they will have.
12. The General Warranties of CMA's General Service Conference: In all its proceedings, the General Service Conference shall observe the spirit of the CMA tradition, taking care that it never becomes the seat of perilous wealth or power; that sufficient operation funds and reserve be its

prudent financial principle; that it places none of its members in a position of unqualified authority over any of the others; that it reach all important decisions by discussion, vote and whenever possible, by substantial unanimity; that its actions never be personally punitive nor an incitement to public controversy; and although it may act for the Fellowship of CMA as a whole, it will never perform acts of government, and it will always remain democratic in thought and action like the Fellowship which it serves.