

DEBTORS
ANONYMOUS.

Strength in Connection

Hope in Action

TOGETHER WE GET BETTER.



PRESENTING KEY FINDINGS & STRATEGIC HIGHLIGHTS



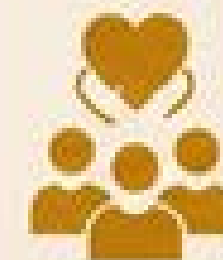
2025

Membership Survey Results
What our members are telling us.



2026

5-Year Strategic Plan
*Our roadmap for growth, connection,
and lasting impact.*



One Fellowship.
Many Stories.
One Purpose.

A STRONGER FUTURE TOGETHER.



Our Fellowship

Who we are
and how we
connect.



Our Recovery

How Debtors
Anonymous
supports lasting
change.



Our Impact

Trends, insights,
and the road
ahead.



Our Future

Building on unity.
Inspiring hope.



Thank you

For being part of
the journey.



Membership Survey | 2025

A SNAPSHOT OF OUR FELLOWSHIP,
OUR RECOVERY, OUR FUTURE



A global Fellowship
built on sharing,
support, and the
Twelve Steps—
changing lives
since 1976.



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FREEDOM FROM DEBT •
FREEDOM FOR LIFE

Listening to Shape the Future

In 2025, Debtors Anonymous invited members across the Fellowship to share their lived experience, strengths, challenges, and hopes for the future.

This survey was designed to help inform the creation of the upcoming **5-Year Strategic Plan** by listening directly to the voices of the Fellowship.

OUR INTENTION WAS SIMPLE:



LISTEN DEEPLY



LEARN HONESTLY



DISCERN PATTERNS



PLAN WISELY

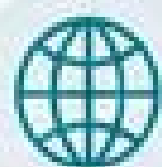
Who Answered

400 members shared their experience, insights, and hopes for the future of Debtors Anonymous.

Your voices come from around the world and across every stage of recovery.



A DIVERSE AND GLOBAL FELLOWSHIP



GLOBAL REACH

Members responded from many countries across all inhabited continents.



DIVERSE EXPERIENCES

A wide range of ages, backgrounds, and life circumstances.



ALL STAGES OF RECOVERY

From newcomers to decades in recovery—every voice matters.



ONE PURPOSE

United by our desire for solvency, freedom, and spiritual growth.

GETTING TO KNOW OUR FELLOWSHIP

Who We Are. How We Connect.

These key insights from the 2025 Membership Survey help us better understand our Fellowship and how we can continue to grow and serve together.

1 HOW DID YOU FIND OUT ABOUT D.A.?



57%

heard about D.A. from a member in another 12-Step program.

Word of mouth in the Fellowship remains our strongest connection pathway.

2 TIME IN PROGRAM: A BALANCED PERSPECTIVE



We heard from a wide and representative range of members—from newcomers to those in the program for decades.

12.5%	24.0%	19.7%	27.4%	13.8%
< 1 year	1–5 years	6–15 years	16–30 years	Pre–2000
(49)	(94)	(77)	(107)	(54)

Total responses: 391



“Our common welfare should come first; personal recovery depends upon D.A. unity.”



DEBTORS
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GETTING TO KNOW OUR FELLOWSHIP

7

Who We Are. How We Connect.

These key insights from the 2025 Membership Survey help us better understand our Fellowship and how we can continue to grow and serve together.



“Our common welfare should come first;
personal recovery depends upon D.A. unity.”
— D.A. TRADITION ONE

3

ARE YOU CURRENTLY
SOLVENT?



8.8%

are not currently
solvent.

Total responses: 374

4

HAVE YOU WORKED
THE STEPS?



30.4%

have never
worked the Steps.

Total responses: 388

5

WHAT TYPES OF MEETINGS
DO YOU ATTEND?



2.3X

more virtual
meetings
than in-person.

VIRTUAL
73.4%

IN-PERSON
26.6%

Total responses: 395

Recovery Works.

THE FELLOWSHIP IS MAKING A DIFFERENCE.

Members continue to experience the life-changing power of the D.A. program. The vast majority report that the Fellowship helps meet their needs and supports their recovery.



HOW WELL HAS THE D.A. FELLOWSHIP SUPPORTED YOUR NEEDS?

RATED FROM 0 (POOR) TO 4 (EXCELLENT)



HIGH SATISFACTION. REAL IMPACT.

Almost 9 in 10 members feel the Fellowship has supported their needs (rated 3 or 4).

FREEDOM FROM DEBT.
FREEDOM FOR LIFE.

“The program gives us the tools, the support, and the hope to build a life of solvency and peace.”

— D.A. MEMBER

Belonging Matters.

A STRONG SENSE OF BELONGING
IS FOUNDATIONAL TO RECOVERY.



WHY BELONGING MATTERS



WE ARE
NOT ALONE



WE FEEL
ACCEPTED



WE ARE
SUPPORTED



WE STAY
CONNECTED



WE CARRY
THE MESSAGE

FREEDOM FROM DEBT.
FREEDOM FOR LIFE.

“When I found D.A., I found people who understood.
That connection changed everything.”

— D.A. MEMBER

First Impressions Matter.

MOST NEWCOMERS FEEL WELCOME AND SUPPORTED.

Members were asked about their early experience in D.A. and how welcomed and supported they felt when they first reached out.



The vast majority of newcomers felt welcomed and supported when they first reached out to Debtors Anonymous.

WHAT HELPS NEWCOMERS MOST



A WARM
WELCOME



SHARED
EXPERIENCE



SAFE
SPACE



CLEAR
INFORMATION



OFFERED
SUPPORT



A welcoming community builds lasting recovery.

When newcomers feel seen, heard, and supported, they are more likely to return—and heal.

“The first time I showed up, I was scared and unsure. The welcome I received changed the direction of my life.”

— D.A. MEMBER



Where Newcomers Need More Support.

WE LISTENED. YOU SPOKE.
HERE'S WHERE WE CAN GROW TOGETHER.

Newcomers identified key areas where additional support and resources would enhance their recovery and the D.A. experience.



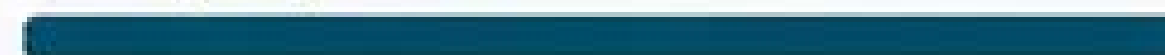
“Recovery isn't just about working the Steps—it's about having the support to keep growing.”

— D.A. MEMBER

TOP NEWCOMER PRIORITIES



Finding a sponsor



62
responses



Global access outside of North America



51
responses



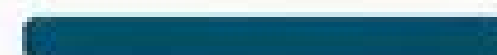
Beginner meetings



31
responses



Pressuer Relief Groups (PRGs)



26
responses



Practical financial guidance



11
responses



YOUR FEEDBACK GUIDES OUR FUTURE.

These insights help D.A. focus our energy, resources, and service where they matter most.



More Public Awareness

Members want greater public awareness about D.A Recovery so more people know help is available and hope exists.

*“Awareness saves lives.
Hope holds the door open.”*





Easier Access

Members want it to be easier to find meetings and participate, no matter where they live or their circumstances.

"Recovery should be within reach for everyone."



Stronger Sponsorship

Members want stronger sponsorship to welcome newcomers and support lasting recovery.

*"No one recovers alone.
Sponsorship lights the way."*



Improved Infrastructure

Members want the tools, systems and resources to support the Fellowship today and in the future.

“Resources strengthen the Fellowship for generations to come...”



Better Communication

Members want clearer, more consistent communication across all levels of D.A.

*"When we stay connected,
we stay strong."*





More Support for Service

Create a culture of service.



Thank you to all those who participated.



Read the full report on the debtorsanonymous.org website.



Sign up for eNews.



Explore ways to get involved
in world service.

2026 5-Year Strategic Plan

OUR ROADMAP FOR A STRONGER,
MORE CONNECTED FELLOWSHIP



From Listening to Action

The voices of our Fellowship have shaped six strategic priorities that will guide Debtors Anonymous over the next five years.

Together, we will strengthen recovery, expand our reach, support our members, and carry the message of hope to those who still suffer.

*Listening became vision.
Vision becomes action.*

6 Overarching Goals

THE 6 PILLARS



01

Elevate
Public Awareness
of D.A.



02

Empower
Access
to D.A.



03

Optimize
Fellowship-wide
Support and
Resources



04

Build a Culture
of Continuous,
Committed
Service



05

Improve
GSB/GSO
Infrastructure



06

Raise
Spiritually
Sustainable
Funds



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GOAL 1:

Elevate Public Awareness of D.A.

Building awareness helps ensure that people seeking recovery can find Debtors Anonymous and understand the hope it offers.



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Goal 1:

Elevate Public Awareness of D.A.

OBJECTIVES

- 1.1 | Build a Collaborative, Ongoing Public Information Representative (PIR) Program
- 1.2 | Develop Additional Sustainable Public Information Outreach Programs
- 1.3 | Create Public Information Content for Free Member Use
- 1.4 | Improve Creative Branding of D.A. to Elevate Public Awareness
- 1.5 | Conduct PI Marketing for the Release of the D.A. Basic Text





Goal 1:

Elevate Public Awareness of D.A.

KEY ACTIONS



Action: Convene a Public Information Representative Action Team to perform Public Information (PI) outreach and enrich D.A. awareness at local events.



Action: Convene WSC committees/caucuses to create Public Information (PI) videos and/or video scripts about D.A.



Action: Create a temporary GSB Creative Branding Subcommittee to research/develop recognizable, optimal D.A. branding; analyze D.A. messaging; and make recommendations.





GOAL 2:

Empower Access to D.A.

Removing barriers and creating pathways so anyone, anywhere, can find, join, and remain connected to Debtors Anonymous.



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Goal 2:

Empower Access to D.A.

OBJECTIVES

2.1

Increase Global Membership/Meetings

2.2

Increase Membership Diversity

2.3

Retain Members from Underserved and Under-represented Populations

2.4

Improve Accessibility





Goal 2:

Empower Access to D.A.

26

KEY ACTIONS



Action: Conduct New Meeting Registration campaigns focused on expanding and supporting global meetings.



Action: Create an ongoing “GSB Accessibility & Inclusivity Subcommittee” of the GSB Global/Public Information Committee, with member majority consisting of ACMs/PCs from underserved and under-represented populations.



Action: Conduct an accessibility audit of the D.A. program.



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5-YEAR STRATEGIC PLAN | 2026–2031



GOAL 3:

Optimize Fellowship-wide Support & Resources

Strengthening our tools, resources, and support helps our Fellowship grow and ensures that no one has to face financial challenges alone.



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Goal 3:

Optimize Fellowship-wide Support and Resources

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OBJECTIVES

3.1

Increase Global Awareness of Fellowship-wide Resources

3.2

Plan Ahead for Website Optimization

3.3

Leverage Continuity of WSC Committees/Caucuses

3.4

Enrich Awareness of the World Service Conference, Local Intergroups, and Special Focus Service Groups



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5-YEAR STRATEGIC PLAN | 2026-2031



Goal 3:

Optimize Fellowship-wide Support and Resources

KEY ACTIONS



Action: Utilize B.D.A. practices within WSC committees/caucuses with templates to define projects with scope, goals, deliverables, and estimated costs including volunteer time.



Action: Form an ad hoc committee to conduct an inventory of the D.A. World Service Conference (WSC), including voting representation and meaningful engagement of delegates, and research other 12-step fellowship systems.



Action: Convene an annual meeting of Intergroup Officers to share ESH, provisionally moderated by the Intergroup Caucus.





GOAL 4:

Build a Culture of Continuous, Committed Service

Creating a spirit of unity, service, and shared purpose so our Fellowship thrives today and is here for those who need us tomorrow.



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Goal 4:

Build a Culture of Continuous, Committed Service

OBJECTIVES

4.1**Boost a Culture of Sponsorship****4.2****Catalyze Service at Every Level****4.3****Acknowledge that Service is a 7th Tradition Contribution**



Goal 4:

Build a Culture of Continuous, Committed Service

KEY ACTIONS



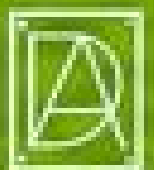
Action: Update the Sponsorship pamphlet with a suggestion for sponsors to recommend that sponsees begin sponsoring before they've completed the Steps.



Action: Recommend that the WSC Fellowship Communications Committee consider creating a "Thank You, Sponsor" day, week, or month to focus on this essential part of recovery.



Action: Create a Service Study Guide that includes questions about each service position, 10th Step inventories, and actions to practice new behaviors (character assets) in order to align service work with recovery.





GOAL 5:

Improve GSB/GSO Infrastructure

Strengthening our infrastructure, systems, and governance enables us to operate effectively, steward resources wisely, and support the long-term sustainability of our Fellowship.



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Goal 5:

Improve GSB/GSO Infrastructure

OBJECTIVES

5.1

Plan to expand GSO / Paid Workers

5.2

Expand GSB/GSO Resources and Opportunities

5.3

Address the Schedule/Task Overload of D.A. Board Trustees





Goal 5:

Improve GSB and GSO Infrastructure

KEY ACTIONS



Action: Create an ideal paid staff chart (with job descriptions).



Action: Create a matrix with skillsets of existing Board members and skills needed currently and in the future (e.g., tech, copyediting, event planning, etc).



Action: Include projected board member time and capacity on timelines for new proposed world service projects.





GOAL 6:

Raise Spiritually Sustainable Funds

Through voluntary contributions and faithful stewardship, we ensure the resources to carry our message and support our Fellowship today and for generations to come.



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Goal 6:

Raise Spiritually Sustainable Funds

OBJECTIVES

6.1

Increase D.A.'s Annual Income

6.2

Expand Literature for Sale

6.3

Improve 7th Tradition Culture





Goal 6:

Raise Spiritually Sustainable Funds

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KEY ACTIONS



Action: Create and distribute a formula for personal spending plans for 7th Traditions.



Action: Produce audiobooks, large print, and other formats of existing publications to bring in streams of revenue.



Action: Update the Sponsorship Pamphlet with a suggestion for sponsors to ask sponsees about their 7th Traditions, referring to Promise Seven: *"We will recognize that there is enough; our resources will be generous and we will share them with others and with D.A."*



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5-YEAR STRATEGIC PLAN | 2026–2031



How You Can Help



Every meeting should have a PI Rep.



Share this 5-Year Plan at meetings.



Support D.A. through the 7th Tradition.



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**Read all of the 84 actions
in the entire D.A. Strategic
5-Year Plan at**

debtorsanonymous.org/strategy



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