

Relationship between the STEPS, TRADITIONS, CONCEPTS, and CHARTER to Home Group and Sponsorship by Conley B.

<p>Steps (Prevent Suicide), Revelation - Action My Opinion Only, Reserve Right to Change</p> <p>Traditions (Prevent Homicide), Limitation - Inaction</p> <p>Concepts (Prevent Genocide), Application- Interaction</p> <p>Charter – Provides for Responsibility for Whole – Ensures Survival/Continuation as a Whole – All Three Legacies Group Conscience vs. Informed Group Conscience = Permissive vs. Perfect Will Circle & Triangle = Symbol of Whole – Recovery, Unity, Service Tetrahedron within a Sphere</p>	<p>Complex >>> <<< Simple AA as a whole, Conference, Service Structure, Home Group, Sponsorship = Good Orderly Direction</p> <p>Process/progression = Flying Blind (Slogans), Pioneering, Quarrelsome Adolescence, Responsibility AACA, Emotional Sobriety</p> <p>Voluntary Self Participatory Governance (Accountability) Immaturity to Maturity with Appropriate Use of Power</p> <p>Steps of Man toward God, Backing away from Hell, Practical Application in Spiritual Action, Contract with/for Whole</p> <p>Problem, Solution, Plan of Action, Results = Expression of Loving God vs. <i>Mean Spirited</i> – Which Path?</p>
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		Steps	Traditions	Concepts	Home Group	Sponsorship	Charter
Problem	I	Admission (Acceptance) I am Powerless over alcohol and my Life is Unmanageable <i>BB Dr Opinion – pg 60 TT Step 1</i>	Need to Work well, Play well, & Live Together - Common Welfare <i>Personal Recovery dependent on AA Unity</i> <i>TT T1 AACA(79-97) 97-98 LOH 32-36,76-77, 317 DGV April 52</i>	Collective Conscience final responsibility & ultimate authority in Groups/whole fellowship/Society <i>SM C1 6-9 RG</i>	Among Individual Group Members	Individual and sponsor <i>Apart from to a part of</i> Need for Sponsorship In all Three Legacies for Survival of AA	Purpose: Conference the Guardian of Steps, Traditions and world services Service body, Not government (Challenge)
	II	Came to Believe that a Power greater than myself that can restore me to sanity <i>BB Dr Opinion – pg 60 BB Appendix 2 TT Step 2</i>	Loving God expressed in Group Conscience, Leaders <i>Trusted Servants</i> not governors <i>TT T2 AACA 98-102 LOH 77-78,251-254, 317 DGV May 52</i>	Conference <i>Actual voice & Effective Conscience</i> for whole – except for Twelve Traditions & Article 12 Delegation to trusted (representative) servants <i>SM C2 10-12 RG JC</i>	Informed Group Conscience Is it Expression of Loving God? Does it infringe on or harm others or whole?	Informed Group Conscience (Responsibility of Sponsor to whole fellowship for all Three Legacies-& to involve sponsor’s sponsor/ consult if needed)	Composition of Conference and Consultation between foreign Conferences <i>Area Delegates</i> (representatives of/from each group to get Group Conscience) <i>Trustees</i> <i>Directors</i> <i>Staff Members</i> Other GSCs - Each Autonomous World Service Meetings every 2 years (Relations to World)
Solution	I						
	II						

<p>Steps - References</p> <p><i>BB 59-60 BB Dr Opinion - 164</i></p>	<p>Traditions- References</p> <p><i>BB Fwd 1st BB Fwd 2nd BB App 1 DGV April 46 LOH 20-24,67-71</i></p>	<p>Concepts- References</p> <p><i>BB Fwd 1st BB Fwd 2nd BB App 1 BB Appendix 7</i></p>
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RECOMMENDED REFERENCES:

- BB** - Big Book, Alcoholics Anonymous
- TT** - Twelve Steps and Twelve Traditions
- AACA** - Alcoholics Anonymous Comes of Age
- SM** - Service Manual with Twelve Concepts of World Service
- LOH** - Language of the Heart
- GV** - AA Grapevine
- DGV** - AA Grapevine’s Digital Archives

RG Robert Greenleaf –

Grapevine Articles
[Servant Leadership: A Journey into the Nature of Legitimate Power and Greatness 25th Anniversary Edition](#) by [Robert K. Greenleaf](#), [Larry C. Spears](#) and Stephen R. Covey (Nov 2002)

JC John Carver –

[Boards That Make a Difference: A New Design for Leadership in Nonprofit and Public Organizations \(J-B Carver Board Governance Series\)](#) by [John Carver](#) (Feb 24, 2006)

Plan of Action

	Steps	Traditions	Concepts	Home Group	Sponsorship	Charter
III	Decision – Turn will & life over to God as <i>I understand Him</i>	Membership Let you decide if you are a member	Right of Decision – Let you decide what your job is –	Right for each to decide what their Job is – Trust	Sponsee willingly decides to give Sponsor right to decide – Trust	Conference Relation to AA Act for AA in perpetuation & guidance of World Services Express opinions on vital policy & hazardous deviations from Traditions (Delegates Right of Decision) Restrictions on potential changes to Article 12/Warranties & Twelve Traditions
	Trust God <i>BB pg 60-63</i> <i>TT Step 3</i>	Trust God Trust Member Trust AA Trust Each Other <i>(Trust Minorities)</i> <i>TT T3</i> <i>AACA 102-103</i> <i>LOH 32-36,37-39, 79-80, 222-225, 317</i> <i>DGV July 52</i>	Trust our Leaders/Servants <i>SM C3 13-16</i> <i>RG</i> <i>JC</i>			
IV	Fearless and searching moral Inventory	Group Autonomy but <i>consultation</i> when affects other groups or AA as a whole Freedom of Assembly/Association Right to be wrong	Right of Participation Need to have all at the table No second citizens/class Can't Sandbag Active Participation	Get all to participate Especially those I disagree with or don't like	Sponsee starts to participate and share information openly with sponsor	Conference relation to GSB and Corporations Replace founders as guides and advisors Reliable cross section of AA opinion Quorum = 2/3 2/3 of Quorum binding but doesn't impair legal ¾ of all for reorganization if necessary (What it takes to participate in decisions)
	Participatory Inventory of Responsibility <i>BB pg 63-72</i> <i>TT Step 4</i>	<i>TT T4</i> <i>AACA 103-105</i> <i>LOH 80-82, 317</i> <i>DGV Aug 52</i>	<i>SM C4 17-21</i> <i>RG</i> <i>JC</i>			
V	<i>Admission to God, myself, and another human being the exact nature of my wrongs</i>	Primary Purpose to carry the message	Right of Appeal (Minority Opinion) (Petition of Grievance)	Need to listen to those I don't agree with or like	Sponsee listens to sponsor's suggestions/directions - Guidance through Three Legacies	Area Assembly Composition GSR DCM Area Committee (How each group is involved in an area) Mechanism for creation of additional areas provided in AA Service Manual
	Listening to Voice of God <i>BB pg 72-76</i> <i>TT Step 5</i>	<i>TT T5</i> <i>AACA 105-107</i> <i>LOH 82-83</i> <i>DGV Sep 52</i>	<i>SM C5 22-25</i>			

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VI	Willingness to have God remove all these character defects	Cooperation but Non-affiliation Never endorse, finance or lend AA name lest problems of money, property, and prestige may divert us from primary purpose	Conference <i>delegates</i> to Trustees (as GSB) <i>chief initiative</i> and <i>active responsibility</i>	Group delegate to Rotating Steering Committee Chair, Secretary, Treasurer, GSR, Intergroup Rep , etc.	Sponsee takes responsibility to put suggestions into action	Purpose of Area Assemblies Elect Delegate every 2 years (How areas take responsibility for whole of AA)
Growing Up Imitative & Responsibility	<i>A man sincerely trying to grow in the image and likeness of his own Creator</i> <i>Willing to pursue Perfect objective which is of God</i> <i>(willing doesn't mean want to)</i> <i>Instead of self-determined objective</i> BB pg 76 TT Step 6	TT T6 AACA 107-109 LOH 43-46, 46-50, 51-57, 71-76, 83-84 DGV Oct 52	SM C6 26-28 RG JC			
VII	Ask Him to remove my shortcomings	Self support Decline outside contributions We have the resources we need	Legal vs. Traditions & Power of purse	Refrain from taking outside money	Become self supporting through own contributions Contribute time and money to AA	Area Method of Electing Area Committee Members & Delegates 3rd Legacy (Insures respect/protection of Minorities to achieve unanimity)
Self restraint	BB pg 76 TT Step 7	TT T7 AACA 110-114 LOH 24-28, 28-32 57-61, 62-66, 85-86, 218-221, 226-229, 318, 349-350 DGV Nov 52	SM C7 29-32 RG JC			
VIII	Willingness to make direct amends to those I've harmed— forgiveness	Non Professional but employ service workers Generosity	Trustees – policy and finance & <i>oversight</i> of AAWS & Grapevine	Divide/ Split problems into separate entities (committees)	Divide/ Split problems into separate entities	Area Terms of Office for GSR, DCM Area Committee Delegate 2 years concurrent in Even & Odd Panels (Division of Areas into alternating panels so as to provide continuity of relations to all of AA)
Personal Relationships	BB pg 76-84 TT Step 8	TT T8 AACA 114-118 LOH 86-87 DGV Dec52	SM C8 33-35 RG JC			
IX	Direct amends - except when to do so would injure others	Never organized but Service Committees directly responsible Rotating Leadership Trusted Servants	Leadership Best person for the job	Best person for job not most popular or one with most money	Learn to follow to learn to lead <i>in all Three Legacies</i> Trusted Servant Leadership in Home Group, Business Meeting District Meeting State Convention Area Assembly	General Service Conference Meetings Yearly in City of New York (unless agreed upon otherwise) Special meetings may be called in grave emergencies Advisory opinions anytime by mail or telephone poll
Spirit of Service Leadership-- Responsibility	BB pg 76-84 TT Step 9	TT T9 AACA 118-123 LOH 40-42, 88-89 DGV Feb 53	SM C9 36-42 DGV Apr 59 LOH 287-292 RG JC			

	Steps	Traditions	Concepts	Home Group	Sponsorship	Charter	
Results	X	Continued personal inventory	No opinions on outside issues	Delegate equal service responsibility and authority (Primary & Secondary Jurisdiction)	Continue Guardian-ship of whole	Accept Continued responsibility and authority to guard sobriety, serenity, & AA fellowship	General Service Board Composition, Jurisdiction, Responsibilities Class A&B subject to approval of Conference – Regional, Trustee-at-Large Name Committees Conduct policy and business of Affiliate Corporations Elect directors May not compromise GV Editor right to accept/reject material for publication Charter & Bylaws subject to 2/3 Approval by GSC Trustees Right of Decision
	Continuation	Prompt admission of wrongs	AA name not drawn into public controversy		Refrain from controversy on outside issues	Self restraint from divisive issues	
		<i>BB pg 84-85 TT Step 10</i>	<i>TT T10 AACA 123-128 LOH 89-90, 318-319 DGV Feb 53</i>	<i>SM C10 43-47 RG JC</i>			
	XI	<i>Prayer and Meditation</i> for knowledge of His Will and power to carry it out	Public Relations Policy: Attraction not Promotion Personal anonymity at press radio & films	Best committee members, directors, staff, executive, & consultants –	Best committee members, chairs, consultants	Involvement with (best) others to accomplish task / God’s Will in spouse’s life	General Service Conference’s General Procedures Hear financial & policy reports of GSB/Corporations Advise on matters affecting AA as a whole Debate & pass resolutions for advice or direction of GSB/Corporations Traditions deviation/ & misuse of our name Draft full report of proceeding for disbursement
His Will – Giving it Away – Method	Please and Thank you Inviting Him in Thanking Him for being with us = Humility Prayer – Asking for His Will – talking to God Meditation – listening to God – (through group conscience – others in the group)		composition, relations, qualifications, selection, induction, orientation, rotation, compensation, participation Status of Executives Paid Workers how compensated Rotation among paid staff workers Full Participation of paid workers is important	composition, relations, qualifications, selection, induction, orientation, rotation, compensation, participation	Greeter, Coffee maker, 12 Step Calls GvR, Central Office/ Intergroup rep, Corrections, Treatment, PI, CPC, GSR, etc. (Doctor, lawyer, accountant, priest/ minister/ pastor/rabbi, other sober members. Etc.)		
	<i>BB pg 85-88 TT Step 11</i>	<i>TT T11 AACA 128-131, 286-294, App B LOH 13-16, 16-20, 91-92, 94, 209-219, 319-320 DGV Mar 53</i>	<i>SM C11 48-61 RG JC</i>				
XII	Spiritual Awakening Result of Steps – carry message, practice principles in all our affairs	Spiritual Foundation Anonymity Principles before Personalities Practice Genuine Humility to the end that our great blessing will never spoil us and that we shall Live in Thankful Contemplation of Him who presides over us all	Warranties 1) Never Perilous wealth or power, 2) <i>Sufficient operating funds and ample reserve,</i> 3) No positions of unqualified authority, 4) <i>Discussion vote and substantial unanimity,</i> 5) Never personally punitive or incitement to public controversy, 6) <i>No acts of government – Always remain democratic in thought/spirit and action</i>	Warranties (see Concept XII column) Prudence Middle Ground between Fear & Recklessness Money Matters Personal Relatedness Our Relations with the World Around us A Power Greater than ourselves God’s Will (our will=thoughts and our lives-sum of our actions) Restored to sanity=wholeness	Increasing Humility and Self Sacrifice Willingly sponsor others Pass it on Active Participant in, Commitment to , --- & Guardian of --- All Three Legacies Warranties (see Concept XII column) Quest = Freedom under God to Grow in His Likeness and Image Freedom to serve is: freedom by which we live & in which we have our being	Warranties (see Concept XII column) Always try to act in the spirit of mutual respect and love – one member for another Mutual trust prevails; No action taken in anger, haste, or recklessness; Care to respect and protect all minorities; No actions be personally punitive; Wherever possible important actions taken in substantial unanimity; Prudently on guard against tyrannies great or small, whether found in majority or minority Sum of attitudes and practices is the very essence of democracy – in action and spirit.	
Apparent Practical & Spiritual Results/Application							
	<i>BB – entire book to pp 88 BB pg 89-164 TT Step 12</i>	<i>TT T12 AACA 131-137 LOH 92-94, 320-323 DGV April 53</i>	<i>SM C12 62-75 AACA 222-228 SM Appendix B, C</i>				