









# <u>The Next Step</u> <u>Emotional Sobriety – In A "Working" Retreat Format</u> With

# **Dave F. and Mark H.**

Sharing 39 years of experience with the Big Book In A Big Book Oriented Retreat Weekend The Wilson House – East Dorset VT

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### The Set Aside Prayer:

"Dear God please set aside everything we think we know about ourselves, the Big Book, Alcoholism, the Steps, and in Spiritual terms - especially you God. Father, we ask that we may have a truly open mind, so we might have a new experience with these things; please help us see the truth. AMEN."

<u>**Honest</u>** : Honerable; hence; creditable. Straightforward in conduct & thought. Free of deception or fraud. <u>**Craving**</u> : To have an intense desire for. To require; need.</u>

<u>Allergy</u>: An adverse reaction. Hypersensitive reaction to factors or substances, in amounts that do not affect most people.

### **Purpose of The Big Book:**

- 1. To show other alcoholics precisely how we have recovered. (Forward xiii)
- 2. To answer the question "What do I have to do?" for the alcoholic who wants to get over it. (20:2)
- 3. To enable you to find a Power greater than yourself which will solve your problem. (45:2)

### **<u>Step One</u>** (xxiii - 45 and 52)...

### **Physical Craving:** (xxiii – 23)

When you take a drink, do you loose control of how many you drink? Step one Requirements:

- 1. Complete Willingness (Foundation) (12:4), (13:5) & (28:3)
- 2. Belief in the power of God- (13:5)
- 3. Honesty (honest desire) (Forward xiv)(13:5)(28:3)
- 4. Humility to establish and maintain a new order of things (13:5)
- 5. Concede we are alcoholic(Admission) (30:2)
- 6. Lack of power(Powerlessness) (45:1)

### **Construction References**:

- 1. Bedrock = Personal Admission of Powerlessness 12&12 (21:3)
- 2. Foundation = Complete Willingness (12:4)
- 3. Cement =  $\frac{1}{2}$  Common peril &  $\frac{1}{2}$  Common Solution (17:2)
- 4. Cornerstone = Willing to believe there is a Power greater than you (47:2)
- 5. Keystone = God is going to be our director (62:3)
- 5. Foundation Stone = Complete Willingness to help others (97:1)

**Bill Wilson Exercise-** 1<sup>st</sup> 8 pages (1-8)Vs 2<sup>nd</sup> 8 pages(8-16); highlight the 1<sup>st</sup> 8 pages in one color, anywhere you think, act or feel like Bill. 2<sup>nd</sup> 8 pages highlight in another color anything Bill did that you Are not willing to do – this is what will probably kill you!

### Mental Obsession: (23 – 43)

Without a drink for some time, Not wanting to drink ever again, did you drink again?

Mental : Of or pertaining to the mind

Obsession : The persistent and inescapable influence of an idea or emotion.

### Self Diagnosis:

- 1. "Did you try to prove to yourself you could drink like other people?" (30:1) & (31:1)
- 2. "Could you drink and stop abruptly?" (31:3)
- 3. "Could you leave alcohol alone for one year?" (34:1) & (34:2)
- 4. "If, when you honestly want to, can you quit entirely?" (44:1)
- 5. "If, when drinking, do you have little control over the amount you take?" (44:1)
- 6. "Have you conceded to your innermost self that you are alcoholic?" (30:2)

**Insanity:** (37 – 43) Did you ever pick up a drink again, even after terrible things had happened to you? <u>Insanity</u> :State of being insane; madness; lunacy. The four principle types are:

<u>Melancholia</u> :depression of spirits; dejection <u>Mania</u> :Excessive excitement or enthusiasm; a craze; a rage; a furor <u>Delusional insanity</u> :False belief; misconception Dementia :out of one's mind, mad. To deprive of reason; derange.

### Unmanageability: [(8:1) (151:1) (52:2)]

Does this describe how you felt while drinking or how you feel today? <u>Unmanageable</u> :To not have under control and direction; hence, unable to carry on.

4 Times we drink again and 3 warnings:

- 1. If we fail to perfect and enlarge our Spiritual Life. (14:6)
- 2. If we fail to rid ourselves of selfishness and self-centeredness. (62:2)
- 3. If we Shutout the sunlight of spirit with resentment. (66:1)
- 4. If we knowingly Continue to harm others with sex. (70:1)
  - A. If we Skip the  $5^{th}$  step. (72:2)
  - B. If we allow the fear of our creditors to block us from facing them. (78:2)
  - C. If we fail to immediately try to repair our damage to the family. (99:1)

### **Step One wrap up Questions:**

- 1. Can you or could you control the amount you drink once you start to drink?
- 2. Do you believe that physical craving would occur if you took a drink today?
- 3. Could you take 2 drinks a day for 30 days? No more, no less?...
- 4. Does your experience abundantly confirm that once you put alcohol into your system, something happens in the bodily and mental sense, which makes it virtually impossible for you to stop?" (22:4)
- 5. Did you ever drink when you didn't want to? Even after swearing drinking off forever?(34:3)
- 6. Do you believe that Personal Knowledge is of no use with respect to your drinking?(37:2)
- 7. Do you believe that you will be unable to stop drinking on the basis of self-knowledge?(39:1)
- 8. Do you believe you have lost the power of choice in drink? (24:1)
- 9. Do you believe that you have only two choices today? (25:3&44:2) A.) To live spiritually or B.) To die an alcoholic death?
- 10. Do you believe you have a spiritual malady which creates unmanageability in your life?(43:1)
- 11. Do you believe that lack of power is your dilemma?(45:1)
- 12. Do you believe that a time may come where you will have no effective mental defense against the first drink? (24:1) & (43:3)
- 13. Do you believe your defense must come from a Higher Power? (43:3)
- 14. Do you believe that you have to find a power greater than yourself which will solve Your problem?(45:2)

### "We admitted we were powerless over alcohol - that our lives had become unmanageable"

**We:** Me and my 12 Stepper, Me and My Group, Me and AA, Finally The 3 Dimensional "We" - Me, God & AA **Admission**: The granting of an argument or position not proved; acknowledgement;

- concession. The price of entrance.
- **Powerless**: Unable to produce effect. Denotes merely a lack of power. Impotent, commonly adds the implication of positive weakness or especially ineffectiveness.
- **Lives**: (Pl. of Life) Existence, especially conscious existence conceived as a quality of the soul. Way or manner of living ; hence, human affairs; also lives considered collectively as forming a class or type.
- Unmanageable: To not have under control and/or direction; hence, unable to carry on.

We alcoholics, have conceded to our Innermost Selves (hearts), We were powerless, during(craving), and after our drinking(mental obsession). And even years after we quit our drinking our lives had become unmanageable because of our Spiritual Malady.

### **Step Two** (46-57) "Where and how were we to find this power?"

"The How" (46:1 – 47:2):

Four Requirements to Commence Spiritual Growth:

- 1. Lay aside prejudice (46:1)
- 2. Express even a willingness to believe in a Power greater than ourselves (46:1)
- 3. Earnestly seek God (46:2)
- 4. Ask yourself what spiritual terms mean to you (47:1)

**<u>'Cornerstone' Question</u>:** 

"Do I now believe, or am I even willing to believe, that there is a Power greater than myself?" (47:2)

### **<u>3 Barriers to Spiritual Growth</u>:**

- **1. Obstinacy (48:0)**
- 2. Sensitiveness (48:0)
- 3. Unreasoning Prejudice (48:0)

2<sup>nd</sup> Step Promises (50:2 – 50:4):

### Four Step Two Requirements to get 2<sup>nd</sup> Step Promises and for Long Term Sobriety :

- **1.** Leave aside the drink question (51:0)
- 2. Tell why living was so unsatisfactory (What it was like) (51:0)
- 3. Show how the change came over you (What happened) (51:0)
- 4. Share why the Presence of God is today the most important fact of your life (What it's like now) (51:0)

2<sup>nd</sup> Step Proposition :

"Either God is everything or else He is nothing. God either is, or He isn't. What was our choice to be?" (53:2)

"The Where" (55:1-55:4)

**Read How it works: From the original manuscript page 26-27- Emphasize the changes thru (60:3)** <u>Go Back to regular Manuscript for The A B C's (60:2):</u>

A.) That you are alcoholic and cannot manage your own life. (60:3 original manuscript)

B.) That probably no human power *can* relieve your alcoholism. (60:3 original manuscript)

C.) That God can and will. (60:3 original manuscript)

If you are not convinced on these vital issues, you ought to re-read the book to this point or else throw it away! (Go back to 60:3 regular manuscript)

**Two Keystone Requirements before taking the Third Step:** 

**1.** We are convinced that any life run on self-will can hardly be a success. (60:4) We had to quit playing God. It didn't work. (62:3)

**Step Three** (62:3 - 63:2) What is our decision in Step Three?

<u>**3<sup>rd</sup> Step Prayer:</u>**</u>

*Get down upon your knees and say to your Maker, <u>as you understand Him:</u> (63:2 original manuscript) "God, I offer myself to thee - to build with me and do with me as Thou wilt. Relieve me of the bondage of self, that I may better do Thy will. Take away my difficulties, that victory over them may bear witness to those I would help of Thy Power, Thy Love and Thy Way of life. May I do Thy will always!"* 

Bob Bisanz says... "Any step worth taking is worth taking wrong..."

#### Revision #6 May 14, 2001

### The 2<sup>nd</sup> Step Proposition Exercise

The 2<sup>nd</sup> Step Proposition Exercise is a specific Spiritual exercise for members of Alcoholics Anonymous interested in attaining a new level in the 4<sup>Th</sup> Dimension of existence. The whole purpose of this exercise is to have a new experience and to discover that which has been blocking us off from God. In this exercise we will identify the areas of our lives where our ego is still trying to get away with control through self-will, justification and delusion. This exercise should provide each of us with tools and directions for how to get back onto the spiritual "beam". It is designed to guide us through the areas of our lives that need the immediate focus of God's Love, gives us specifics for our prayers and provides us vision for our lives, toward which we need to move.

On page 53:2 of the Big Book, <u>Alcoholics Anonymous</u> we are given the Second Step Proposition - "When we became alcoholics, crushed by a self-imposed crisis we could not postpone or evade, we had to fearlessly face the proposition that either **God is everything or else He is nothing**. God either is, or He isn't. What was our choice to be?" For most of us, intellectually, we said "God is everything" and moved on to Step Three. But, for the real alcoholic, this decision has to be made "deep down within" at the gut level of concession. The same gut level where we finally had to admit defeat with respect to our alcoholism. For the real alcoholic, the longest distance in the world can be from the head to the heart. A mental decision of this magnitude just won't cut it for us. We have to admit to this concession at our deepest level for it to offer us humility in the amount we require to achieve success with serenity and to live a happy, usefully whole life.

Since most of us blow right past the 2<sup>nd</sup> Step proposition, we hit Step Three still operating within our minds. Therefore, we concede to Step Three only in our mind as well. Usually, and **only with respect to our drinking**, we agree in our minds eye to have a new director and to let God tell us what we should do. We agree to be God's agent and to let Him empower us in the works we do. And lastly, we agree that God is going to be our new Father, He will provide what we need "if we keep close to Him and performed His work well." Like a good Father, God will Love us unconditionally, He will provide what we need and if we get out of line, He will correct us back on track, gently.

So, with respect to our drinking, our A.A. life may seem somewhat manageable for a time. We have surrendered; we have given up and admitted defeat, conceded **to our innermost selves** that we are powerless and may have actually stopped trying to run the whole show. But, in relatively short order, this same alcoholic who is now "sober", only having conceded Steps Two and Three in his mind, can't figure out why he is having trouble in several other areas of his life, all at the same time. His A.A. life seems O.K. but the rest of his life starts to unravel. He knows he has missed something but he can't figure out what? Nor can he figure out why?

#### The answer for our real alcoholic is simple and it's because we have missed two major points.... First, we have only conceded in our mind and Secondly, we have left our Ego unchecked so it can rebuild.

### Let's take a look at each point separately:

First, where does the Big Book tell us the problem of the real alcoholic resides? (23:1) "...the main problem of the alcoholic centers in his mind...." So, conceding only in the mind doesn't work because, as alcoholics, we are masters of delusion. The Big Book says, (xxvi:4) "...they [alcoholics] cannot after a time differentiate the true from the false." As alcoholics, we lie to ourselves better than anyone else and unfortunately, we believe our own lies! Secondly, our history books tell us of the dangers of the alcoholic Ego and how it rebuilds if left unchecked. Let's take a look at what Dr. Harry Tiebout, one of A.A.'s founders has to say. Dr. Tiebout writes in (A.A. comes of Age 311:2)"...the so-called typical alcoholic is a narcissistic **egocentric core**, dominated by feelings of omnipotence, intent on maintaining at all costs its **inner integrity**...**Inwardly** the alcoholic brooks no control from man or God. He, the alcoholic, is and must be master of his destiny. He will fight to the end to preserve that position...*if* the alcoholic can *truly accept* the presence of a Power greater than himself, [Step Two] he, by that very step, modifies at least temporarily and possibly permanently **his deepest inner structure** and when he does so without resentment or struggle, then he is no longer typically alcoholic. And the strange thing is that if the alcoholic can **sustain that inner feeling of acceptance, he can and will remain sober for the rest of his life.**"

(A.A. comes of Age 313:2) "...a religious or spiritual awakening is the act of **giving up one's reliance on one's omnipotence**.[Step Three] The defiant individuality no longer defies but **accepts help, guidance, and control from the outside**. And as the individual relinquishes his negative, aggressive feelings toward himself and towards life, he finds himself overwhelmed by strongly positive ones such as love, friendliness, peacefulness, and pervading contentment, which state is the exact antithesis of the former restlessness and irritability. (A.A. comes of Age 317:0) "...all members of Alcoholics Anonymous who succeed in remaining dry, sooner or later undergo the same change in personality. **They must lose the narcissistic element permanently; otherwise the program of** 

Alcoholics Anonymous works only temporarily...Regardless of his final conception of that Power, unless the individual attains in the course of time a sense of the reality and nearness of a Greater Power, his egocentric nature will reassert itself with undiminished intensity, and drinking will again enter into the picture." Let's paraphrase what Dr. Tiebout just said:

- 1.) If we don't *"truly accept"* Step Two at "**our deepest inner structure**" we can't "**sustain that inner feeling of** acceptance" and "remain sober".
- 2.) We must give up "**reliance on one's omnipotence**" through Step Three and accept "**help, guidance, and control from the outside**". We have to "**lose the narcissistic element permanently**; **otherwise the program of Alcoholics Anonymous works only temporarily**" because...
- 3.) Our "egocentric nature will reassert itself [rebuild] with undiminished intensity, and drinking will again enter into the picture."

So, back to our original question... Why is our life outside of A.A. such a mess?

Because our alcoholic ego has rebuilt itself! Remember, we only conceded our drinking and we only conceded that in our mind. We haven't conceded the "everything" that the Second Step requires to <u>our innermost selves</u>. We haven't conceded that our life <u>outside of A.A. is unmanageable</u>! We haven't admitted defeat or conceded to our powerlessness in running the rest of our life.

If our choice in the Second Step Proposition is: "God is everything" then, we have to give God everything! We can't just give Him the drinking aspects of our life. We must Give God complete control of <u>our entire life</u> through a concession at the deepest level, to <u>our innermost selves</u>. And let's not forget that we took the Third Step where we offered ourselves to God. We offered ourselves for Him to: "...build with me and to do with me as thou wilt...". That means God is running the show, the whole show. We don't get a vote. As Don P. says "Your life is none of your damn business." The Third Step says, "Made a decision to turn our will [what I want] and our lives [everything about our actions and our life] over to the care of God..." From this point on, "what I want does not matter". It's what God wants that matters. That's why my sponsor made me write, "What I want does not matter" all over the place so I could see it all day, every day.

O.K. you say, now that we know what the problem is, what do I have to do? Well, that's exactly what this exercise is all about...

First, before we begin to write, I suggest prayer and meditation. I pray and meditate because I have experienced what the Big Book says- that my own prejudice is one of my greatest roadblocks to true progress. Therefore, before I begin any inventory or Step work, keeping in mind my Powerlessness of Step One, I always seek Power through Prayer and meditation...I have included this set aside prayer which you may find helpful:

"God, I ask you to be with me, to guide and direct me as I seek your truth. Father, please set aside within me, that which would block me off from the truth. Lay aside my Prejudices about what I think I know about this process, this exercise, and my spiritual condition. Remove my fears about what I may find out about myself Lord and help me realize your truth."

top of column one write out this question: **What areas of my life have I not given or am I not willing to give to God?** Then fill in column one with all the areas of your life where this applies. For me, I find it helpful if I use <u>the tornado</u> <u>exercise</u> to help me identify these areas of my life.

What is the tornado exercise you ask? Well, it comes from the Big Book (82:3) "The alcoholic is like a tornado roaring his way through the lives of others." So, if I'm the tornado, who gets effected first? The person who is closest to me-my spouse. Then mentally, I start spiraling out through my life. Who gets hit next? My kids. And next? My siblings, parents, friends, co-workers, church members, neighbors etc. Keep spiraling further out and ask these questions as you go. They will help you identify your problem areas of control: Have I given each of these relationships and their outcome over to God? Am I still trying to control these relationships? When I think of these people, does the hair on the back of my neck stand up or am I at peace? Do these people bother me? Are they a burden to me? And lastly...

I ask these questions: "In what areas of my life have I been generally unhappy, frustrated, angry, or upset about lately? What have I been complaining about? In what areas has my drama been lately? In what areas have I not been getting my way? Examples include: My job, finances, investments, relationships, spirituality, physical condition, etc. When you are done, move on to column two.

At the top of column two write this: Why am I afraid to give these areas to God? I am afraid of:

Here (column two) we identify why we are afraid and we list all of our fears in reference to the areas of our life (column one) that we haven't given to God.

Now, number your fears (1,2,3,etc.) and then flip your sheet over and write a corresponding number on the back of your sheet for each numbered fear.

Now that we have a list of fears, we can turn back to the fear instruction from the Big Book (68:3) "...We ask Him [God] to remove our fear and direct our attention to what He would have us be." So, let's follow the instruction and ask God to remove each one of these fears we have just listed...

The problem with us alcoholics is that most of us stop there. We miss the second half of our fear instructions (and direct our attention to what He would have us be). We may have asked God to remove the fear but we still don't have a vision of where we need to go with God.

Therefore, we now meditate on what we think God wants us to "**be**". Notice that it doesn't say "do", it says, "**be**". There is a huge difference between the two ("being" and "doing") and the best analogy I can make is "going on a trip". Before you go on a trip, you have to know from where you are starting (column one) then, you have to know where it is that you want to go (what God wants us to be) and only then can you figure a way to get there. It's the same thing when dealing with our Egos; we need to know where our ego has us deluded (our starting point). Then we have to realize where we really should be going (what God wants us to be) and only then we can come up with a plan as to how to get from here to where we need to go. Remember the instructions we are given as part of the 10<sup>th</sup> Step, (85:1) "Every day is a day when we must carry the vision of God's will into all of our activities. "How can I best serve Thee-Thy will not mine be done"." Once we have a vision of what God wants us to be, we write our vision next to the number of the fear to which it corresponds. When we are through filling out our worksheet, we transfer all the data from our worksheet vertically over onto a 3X5 card and it should look like this:

Front of 3x5 card								
What areas of my life have I not given or am I not willing to give to God?	Why am I afraid to give these areas to God? I am afraid of:							
Career Job	<ol> <li>Not getting what I want</li> <li>Not enough Money</li> </ol>							
Health or Body	<ol> <li>Looking bad,</li> <li>Feeling Bad/Pain</li> </ol>							
Marriage or Relationshi p	5.Not get what I want, 6. Out of control 7. Unloved 8. Intimacy							
Finances	9. Not providing for my family 10. Not enough \$\$\$							
Hobby	11. Not getting what I want							
Sex Life	<ul><li>12. Not enough Sex</li><li>13. No Intimacy</li></ul>							
Spiritual Life	<ul><li>14. Out of Control</li><li>15. Trusting God</li></ul>							

Front of 3x5 card

#### Back of 3x5 card

What God wants me to be
1. Grateful for what I have. Patient and
Faithful
2. Trusting, Faithful, Grateful
3. Humble, Righteous, Confident,
4. Courageous, Trusting, Tolerant
5. Humble, Trusting, Faithful, Patient
6. Compliant, Tolerant, Loving,
Prayerful, Faithful, Submissive
7. Trusting, Loved, Intimate, Loving,
8. Trusting, Courageous, Strong, Faith
9.Trusting, good steward, Faithful,
Humble, Honest, Prayerful
10. Trusting, Faithful, Grateful
11. Humble, Trusting, Faithful, Patient
12. Tolerant, Chaste, Loving, Intimate
13. Loving, Tolerant, Chaste, Patient
14. Compliant, Tolerant, Loving,
Prayerful, Faithful, Submissive
15. Faithful, Compliant, Courageous

O.K., so now that we have the card, what do we do with it?

Well for starters, in our morning meditation from the Big Book it says that we (84:2) "Continue to watch...". So, we add this card into our morning prayers, into our "watching" and we also carry this card with us for the next two weeks. From now on, every time we sense that we are out of sorts; we stop (pause), and go to the card. Since we have done all of the inventory work already, the card makes getting back on the beam a whole lot easier. Let's take a look:

For this example lets say that we just found out we didn't get the promotion at work that we were counting on. We realize that we are agitated as hell but what can we do about getting our feelings back to normal? Oh yeah, we remember that damn card we have been carrying around for the past week. So we....

First, identify the problem area:

Which area of your life are you having trouble with (column one)? [Career, Job, Finances]

Which fear or fears has your Ego triggered (column two)? [1,2 &9]

Now that we know the problem, we take action. We pray and ask God to remove the specific fear or fears that have gripped us. "God please help me, Father I'm in trouble here and in this state I can't be of help to you or those about me. Father please remove my anger and fear of not getting what I want, of not having enough Money and not being able to provide for my family. Amen"

Then, we flip the card over and we pray again. This time we pray for the vision of God's will for us, which we have already filled out on the card. "God please help me, Lord, please remove my anger and fear. Please replace them with **Gratitude** for what I do have, **Patience** in knowing that you have a plan for my life, **Faithfulness** in the fact that you **Love** me and want the best for me, **Trust** in you, that you will always provide what I need if I keep close to you and perform your works well. Help me to be **Honest** with my family and to let them know what has happened today so that as a Loving family, we may help each other get through this crisis together and lastly; Father, help me to be a **Good Steward** of the gifts you have already given me. Amen" Lastly, we answer this question ourselves:

How specifically can I be a **Patient, Honest, Trusting, Loving, Grateful and Faithful Steward for God**, Right here, Right now? Now get to work and "resolutely turn your attention" to making this come to pass... It is through taking these actions that we will suddenly realize we are back on the "beam". Give it a try...it really does work!

Person, Institution,	Why you are angry - Be very specific and it	Does this Hurt, Threaten or	A	B	C	) E	F	G	Where Were	A- Selfish?
Principle Revised 3-12-00	Must be the truth!	Interfere with these Areas?							you	A- Dishonest?
A-		Self – Esteem How I see or							Α	A- Self- Seeking?
		feel about myself.								A- Frightened?
									Where Were you	B- Selfish?
В-		<u>My</u> Pocketbook								B- Dishonest?
		Anything involved with							B	B- Self- Seeking?
		my Money,								B- Frightened?
		Job or financial system.							Where were	C- Selfish?
									you	C- Dishonest?
C-		My Ambition What I want							С	C- Self- Seeking?
	for myself					_	C- Frightened?			
									Where were	D- Selfish?
									you	D- Dishonest?
D-		My Personal Relationships							D	D- Self- Seeking?
		With friends, Co-workers,								D- Frightened?
		family, or neighbors.							Where were	E- Selfish?
		_							you	E- Dishonest?
E-		<u>My Sex</u> <u>Relations</u>							E	E- Self- Seeking?
	People with whom I am,					E- Frightened?				
		or have been sexually							Where were	F- Selfish?
		involved.							you	F- Dishonest?
F-		<u>Security</u> – What I think							F	F- Self- Seeking?
		I need.								F- Frightened?
									Where were	G- Selfish?
G-		<u>Pride</u> – (Ego)							you	G- Dishonest?

How others		G- Self- Seeking?
see or feel	C	
about me.	G	G- Frightened?

### **Step Four** (63:4 – 71:0) How and why is the 4<sup>Th</sup> Step the Key to the future?

### A Pre-Inventory prayer:

"God, please come into me and direct me. Father, please show me your will and help me write this inventory. Help me see beyond what I think I know about myself and show me the real truth about myself. Lord, please grace me with patience, tolerance, faith, strength and courage, that I may have the Power I require to write inventory. Father, please remove my fear, the fears which block me from seeing the truth about myself and Father, please keep me safe and protected as I search for and experience the real truth about myself."

The fourth step is really three separate inventories:

- 1. Resentments (64:3)
- 2. Fears starting with our resentment inventory, column four, question 4. (67:3)
- 3. Harms done to others with special emphasis on sex harms. (68:4)

### **Resentment inventory**

#### Four columns- set on paper:

**Column One – People, Institutions, Principles with whom we are angry.** 

- Column Two Why we are angry. This is where we must tell the truth! Or the rest will be built on a lie. Column Three – Ask if resentment hurts, threatens or interferes in any of seven areas of our lives:
- Self-esteem, Pocketbook, Ambition, Personal relations, Sex relations, Security or Pride(ego)
- Column Four We answer the questions: Were was I Selfish, Dishonest, self-seeking, and Frightened? for Each of the effected areas which were listed in column three.

4<sup>th</sup> Step Resentment Tools for Life:

- 1. (64:3) We set them on paper [ four column inventory]
- 2. (64:3) 7 areas of Self Hurt, Threatened or Interfered with.
- 3. (66:4) Realize those who wronged us were perhaps Spiritually Sick.
- 4. (67:0) Ask God [Pray] to help us show them the same tolerance, pity, and patience that we would cheerfully grant a sick friend. (we are praying for ourselves, for God to soften our hearts)
- 5. (67:0) Ask yourself "How can I be helpful to him?"
- 6. (67:0) [Pray] "God save me from being angry. Thy will be done."
- 7. (67:1) Avoid retaliation or argument.
- 8. (67:2) Put out of your mind the wrongs others had done.
- 9. (67:2) We resolutely look for your own mistakes.
- 10. (67:2) Ask yourself "where was I Selfish?"
- 11. (67:2) Ask yourself "where was I Dishonest?"
- 12. (67:2) Ask yourself "where was I Self-seeking?"
- 13. (67:2) Ask yourself "where was I Frightened?"
- 14. (67:2) Try to disregard the other person entirely.
- 15. (67:2) Ask yourself "where was I to blame?"
- 16. (67:2) When you see your faults, list them.
- 17. (67:2) Admit your wrongs honestly.
- 18. (67:2) Be willing to set these matters straight.

### A 4<sup>th</sup> Step Resentment Prayer:

"God, Please help me show those I resent the same Tolerance, Pity and Patience that I would cheerfully grant a sick friend. Help me to see that this is a sick man. Father, please show me how I can be helpful to him and save me from being angry. Lord, help me to avoid retaliation or argument. I know I can't be helpful to all people,

but at least show me how to take a kindly and tolerant view of each and every one. Thy will be done."(67:0)

Person.	© David J. Fredrickson Why you are angry -	Does this Hurt,	Α	В	C	D	E	F	G	Where	A- Selfish? Wanting a perfect mother, Wanting life my way, Not wanting to be left
nstitution,	Be very specific and it Must	Threaten or				~			5	Were	behind
Principle	be the truth!	Interfere with these Areas?								you	A- Dishonest? People make mistakes, Life isn't fair & I don't always get it the way I want (Myself, God, Mom, People I complained to)
4-		Self – Esteem	X							Α	A- Self- Seeking? Security, To be with my mom
	WHEN SHE FORGOT ME	How I see or				Х					
MOM	AT THE STORE AS A CHILD	feel about myself.		X			x		X		A- Frightened? Abandonment, Unknown, Alone, Unloved, Pain
		, i i i i i i i i i i i i i i i i i i i			X					Where	B- Selfish? Wanting Dad to be understanding, Not getting beaten, Life on my Terms
								X		Were you	
B-		My	@							-	B- Dishonest? Life isn't fair & I don't always get it the way I want (Myself, God, Dad,
DAD	BEAT ME WHEN I	Pocketbook Anything involved		@		X			x	В	People I complained to) B- Self- Seeking? Understanding, Compassion, Forgiveness, Leniency
DAD	BROKE THE CAR	with		w.			х		Λ		b- sen- seeking? Understanding, Compassion, Forgiveness, Lemency
		my Money, Job OR financial						x			B- Frightened? Hurt, Pain, Unloved, Hurting those I love, Looking bad
		system.							-	Where	C- Selfish? Wanting Dad to be there/Pride, Wanting Dad to drive home
										were you	C- Dishonest? I can have life on my terms, Dad's AlcoholicMe,Dad,God
										-	C- Distionest: I can have me on my terms, Dat s Attonoicivic, Dat, Got
C-	GOT DRUNK AND	My Ambition What I want	X			x				С	C- Self- Seeking? Looking Good, wanting dads approval,
	MISSED MY	for myself		X		Δ			X		C- Frightened? Getting found out, Public embarrassment, Unloved
	CHAMPIONSHIP GAME				x		X		-	Where	D- Selfish? AA on my terms, Pure old style AA, Safe for Newcomers
								X		were	
										you	D- Dishonest? I'm not in control, Doing their best (Me, God, DT's)
D-		My Personal	X							D	D- Self- Seeking? Pure AA, Easy Recovery, My style of AA
DARK	THREATEN MY AND	<u>Relationships</u> With friends,		x		X			x		D- Frightened? AA ineffective, Drinking, Death, Misery for me & others
TUNNEL AA	OTHER REAL	Co-workers,					Х				
	ALCOHOICS SOBRIETY	family, or neighbors.			X			X		Where were	E- Selfish? Wanting my old insurance company, To be consulted
		-								you	E- Dishonest? I'm not in control, They are the boss (Me, God, Boss)
E-		My Sex	@							E	E- Self- Seeking? Regular insurance, Control
		Relations People with				X			x		E- Frightened? Poor insurance Coverage, costing more, out of control
WORK	CHANGED OUR	whom I am,					х		Λ		E- Frightened? Foor insurance Coverage, costing more, out of control
	INSURANCE TO AN HMO	or have been sexually			X			x	Ī	Where were	F- Selfish? My way, Not be told what to do, Control
		involved.						А		you	F- Dishonest? Life on my terms, I'm an exception, I don't need rules (Me, God,
<b>F</b>			**							P	Authority)
F-	I DON'T NEED PEOPLE	<u>Security</u> – What I think	X			x				F	F- Self- Seeking? Control, My Way, To be left alone
AUTHORITY	TELLING ME WHAT TO	I need.		X					X		F- Frightened? Out of Control, Unknown, Fines, Embarrassment
	DO				x		Х	x		Where were	G- Selfish? Wanting a vote, Control, To be included
G-		Pride – (Ego)	X		Δ		$\vdash$			you	G- Dishonest? I'm in charge, She meant to hurt me (Me. God, Wife)

	SPENT \$2000 ON SOFA	How others			Χ				G	G- Self- Seeking? Control, Decision, Intimacy, Respect
WIFE	WITHOUT ASKING ME	see or feel	X					Х		
		about me.				Х				G- Frightened? Control, Disrespect, Unloved, Poor, No Intimacy
				Х			Х			

### <u>Fear inventory</u> (67:3 – 68:3)

The Fear inventory Instructions:

- 1. (67:3) Was the fabric of your life shot through with Fear?
- 2. (67:3) Did we set the ball rolling?
- 3. (68:1) We review our Fears thoroughly.
- 4. (68:1) We put them [our fears] on paper.
- 5. (68:1)We ask ourselves "why do I have these Fears?"
- 6. (68:1) Were you afraid because self-reliance failed you?
- 7. (68:2) We trust infinite God rather than our finite selves.
- 8. (68:3) We let God demonstrate through us what He can do.
- 9. (68:3) We ask Him [God] to remove our Fears.

### 10. (68:3) We ask Him [God} to direct our attention to what He would have us be.

The Fear inventory is done in columns like resentments. List fears connected to resentment (column four, question 4) and then any fears not connected to resentment (heights, spiders, snakes, poverty, aids etc.) As a technique, to not miss any fears, then I look at any opposite of the fears I have already listed. After I have fears listed, I boil the fears down to my "Hit parade" with the question:

Column one		Column two	Boil	Hit
			Down	Parade
Fear	Opposite fear	Why I'm afraid		
Rejection	Acceptance	I'll be alone, It's painful, I'll drink and I'll die /// Eventually	Alone, Pain	Fake
		I'll get found out, Unknown feeling	Fake, Die	
Isolation	Relationships	I'll be alone. It's painful, I'll drink and I'll die /// Eventually	Alone, Pain	Alone
		I'll get found out, Unknown feeling	Fake, Die	
Intimacy	Being found out	Unknown feeling, They'll see the truth, I'll be found out ///	Fake, Pain	Unknown
		It's painful, I feel like I'll just die.	Unknown	
Death	Living	Unknown, It's the end here on earth /// It's painful, Eventually	Unknown	Pain
		I'll get found out	Fake, Pain	
Pain	Pleasure	It's painful, I'll drink and I'll die /// Greedy feeling and	Pain, Die	Die
		Eventually I'll get found out	Fake	

"why do I have this particular fear?" (see question five above)

### An Example of Fear Prayer:

"God, thank you for helping me be honest enough to see this truth about myself and now that you have shown me the truth about my fears, please remove these fears from me. Lord, please help me outgrow my fears and direct my attention to what you would have me be. Father, demonstrate through me and help me become that which you would have me be. Help me do thy will always, Amen."(68:3)

The Fear Tool:

As I go through my day, If I notice that one of my character defects has raised it's ugly head, I use the fear tool. When I see the character defect, I know from experience that I must be afraid. The only problem if figuring out what I'm afraid of. Therefore, I go back to my 'hit parade'. My 'Hit Parade' has all of my root fears on it and it helps me figure out which of my fears has been triggered. If I can figure out which fear it is, I stop and say the Fear Prayer, offering the fear to God. "At once, I commence to outgrow fear". Now I have the Power I need to walk through the fear and live God's will. I can now become what He would have me be...

Another way to look at Fears:

Write out a fear inventory in paragraph form using the topics below.

What is the Fear?

What was my Belief System with regard to this fear?

How has Self-reliance failed me with regard to this fear?

What "Roles or Characters" (Theater of the Lie) has my ego assigned to me with regard to this fear?

When I experience this fear, what would God have me be?

### <u>Sex inventory</u> (68:4 – 69:1),

### An Example of **<u>Pre-Sex Inventory</u>** Prayer:

"God please help me to be free of fear as I attempt to shine the spotlight of truth across my past sex relations. Lord, please show me where my behavior has harmed others and help me to see the truth these relationships hold for me. Help me see where I have been at fault and what I should have done differently." (From the thoughts on pg. 69)

### The Sex inventory Instructions:

- 1. (68:4) We try to be sensible.
- 2. (69:1) We review our own conduct over the years past.
- **3.** (69:1) We write out the 9 questions. (see below)
- 4. (69:1) We get it down on paper and look at it.

I write the Sex inventory in paragraph form. I cover all of my sex relationships. I write a chronological history of the relationship. From how you met through the relationships end, hitting all high and low points of the relationship, followed by nine questions about the relationship. It looks like this...

### 3-13-00 SEX INVENTORY- (69:1) "We reviewed our own conduct over the years past."

Who was the relationship with?How did you meet?Was it love at first sight?How long did you date before you started to have sex?What were some good things about your relationship? (ie; things in common, times you had fun together etc.)

What were some bad things about your relationship? (be specific and to the point)

- 1. (69:1)Where had we (you) been Selfish? (harm)
- 2. (69:1)Where had we (you) been Dishonest? (harm)
- 3. (69:1)Where had we (you) been inconsiderate? (harm)
- 4. (69:1)Whom had we (you) Hurt? (harm) (A)
- 5. (69:1) Did we (you) unjustifiably arouse Jealousy? (harm)
- 6. (69:1) Did we (you) unjustifiably arouse Suspicion? (harm)
- 7. (69:1) Did we (you) unjustifiably arouse Bitterness? (harm)
- 8. (69:1) Where were we (you) at fault? (harm)
- 9. (69:1) What should we have done instead? (Ideal)

### <u>Sex Ideal</u> (69:2 – 70:2)

The Sex Ideal – formed between you and God. Take the high points from your past sex relation experiences and transfer them to your ideal. Take all the negatives and low spots from your past sex experiences and take their opposite. Transfer the opposites to your ideal.

#### The Sex Ideal Instructions:

- 1. (69:2) We subjected each [Sex] relation to this test "Was it selfish or not?"
- 2. (69:2) We asked God to mold our Ideals.
- 3. (69:2)We asked God to help us to live up to them[Ideals].
- 4. (69:2) We remembered always that our Sex powers were God given and therefore good, neither to be used lightly or selfishly nor to be despised and loathed.
- 5. (69:3) We must be willing to grow toward our ideal.
- 6. (69:3) We must be willing to make amends where we have done harm.
- 7. (69:3) We ask God what to do about each specific matter.
- 8. (70:0) We let God be the final judge of our Sex Ideal.
- 9. (70:0) We realize that some people are as fanatical as others are loose.
- 10. (70:0) We avoid hysterical thinking or advice.
- 11. (70:2) We pray for the right Ideal.
- 12. (70:2) We pray for guidance in each questionable situation.
- 13. (70:2) We pray for Sanity.
- 14. (70:2) We pray for Strength to do the right thing.
- **15.** (70:2) If sex is very troublesome, we throw ourselves the harder into helping others and we think of their needs and work for them.

#### Imperious: Arrogant or overbearing. Urgent, compelling.

#### **A Sex Prayer:**

"God, Please remove my fears as I shine the spotlight of truth across my past sexual relationships. Father please help me mold my sex ideals and help me to live up to them. Help me be willing to grow toward my ideals and help me be willing to make amends where I have done harm. Lord, please show me what to do in each specific matter, and be the final judge in each situation. Help me avoid hysterical thinking or advice. Father, please Grace me with guidance, sanity, and strength to do the right thing. If sex becomes very troublesome, quiet my imperious urge, help me not to yield and keep me from heartache as I throw myself the harder into helping others. Help me think of their needs and help me work for them. Amen."(69:2, 69:3, 70:2)

#### MY SEX IDEAL -From an old inventory

- 1. A true partner someone to share equally in the responsibilities of life (neither partner feels or is taken advantage of...).
- 2. An intimate relationship someone who can see into me, see my dark side and light side. Someone with whom I can take emotional risks and let them in behind the wall I put up and not abandon me (totally accepting of me-good and bad without expectation of change; if change comes it comes from God....
- 3. A monogamous relationship sexually and spiritually where I show reverence and respect of our love and commitment (i.e. I demonstrate BTK is #1 all the time in my life (honor and cherrishment).
- 4. Someone with whom I am free to be truthful not afraid to be honest both omission and commission.
- 5. A lover open, honest, sex fantasy realization through caring exploration of our sexual natures. The true goal is pleasure for each other through sexual means to enhance intimacy where two really do become one.
- 6. Fair play total commitment to harmony through fair, expedient compromise using the rules to keep our disagreement within bounds and open commitment to a quick fair resolution to restore harmony to our relationship.
- 7. Safe, loving, nurturing home for parenting emotionally stable filled with love and self-sacrifice for the good of The family union.
- 8. A balanced relationship: work & play balanced, spending & saving balanced, home & travel balanced. Money is not My God love and family are paramount.
- 9. A relationship which nurtures our "couplehood" not just "parenthood" so when the nest is empty our relationship just moves to the next chapter, not starts again...someone to grow old with.
- 10. Someone to grow with mentally, spiritually and sexually. A nonjudgmental support for the betterment of the individuals which betters the "couplehood".
- 11. Someone who will share in our combined vision of our future, our lives to come with whom I can strive to reach a mutual goal of serene old age where we look back on happiness in the journey not a finishing line.
- 12. My #1 fan, supporter, confidant, best friend, lover, spouse, wife, mother, companion and hero where we revere each

other through sacrifice and love to become one and that the one we become can give back and help others including our kids, program, society and church (where our lives can be an example of the program which helps others find happiness, fidelity and love.

### Harms done others (70:3 – 71:0)

(70:3) "We have listed the people we have hurt by our conduct, and are willing to straighten out the past if we can."

This is where we add all the other harms to our inventory. What about the people with whom we aren't resentful, afraid of, nor did we have sex with them? This is where they go...

After all sex relationships are covered, check the rest of your life to see if you have other harms outstanding (ie: stealing, cheating, lying, adultery, assault, verbal abuse, damaged property etc.) to family, friends, employers, co-workers, neighbors, acquaintances etc. Write out a list of their names and the specific harm you caused to them.

### <u>Step Ten</u> (84:2-85:2)

### The 10<sup>th</sup> Step Instructions:

- 1. (84:2) Continue to take Personal Inventory and continue to set right any New mistakes as you go along.
- 2. (84:2) We commenced this <u>Way of Living</u> as we cleaned up the past [4<sup>th</sup> Step].
- 3. (84:2) We have entered the World of the Spirit.
- 4. (84:2) We now grow in Understanding and Effectiveness and we continue for our Lifetime.
- 5. (84:2) Continue to Watch for Selfishness, Dishonesty, Resentment and Fear and when these Crop up, we ask God to remove them.
- 6. (84:2) We discuss them with someone immediately.
- 7. (84:2) We make amends quickly, if we have harmed someone.
- 8. (84:2) We resolutely turn our thoughts to someone we can help.
- 9. (84:2) Love and Tolerance is <u>our Code</u>.
- 10. (85:1) We are not cured of alcoholism so we do not let up on our Spiritual Program of action.
- 11. (85:1) We maintain our Spiritual Condition to receive our daily reprieve from alcoholism.
- 12. (85:1) Every day we must carry the vision of God's will into all of our activities.
- 13. (85:1) Think constantly "How can I best serve thee Thy Will not mine be done." We can exercise our will power along this line all we wish. It is the proper use of the will.
- 14. (85:1) We must go further in action. [to Step 11]

### A 10<sup>th</sup> Step prayer for Growth and Effectiveness:

"God, please help me Watch for Selfishness, Dishonesty, Resentment and Fear. When these crop up in me, help me to immediately ask you to remove them from me and help me discuss these feelings with someone. Father, help me to quickly make amends if I have harmed anyone and help me to resolutely turn my thoughts to someone I can Help. Help me to be Loving and Tolerant of everyone today. Amen" (84:2)

### <u>Step Eleven</u> (85:3 - 88:3)

The 11<sup>Th</sup> Step Instructions:

- 1. (86:1) We <u>constructively</u> review our day.
- 2. (86:1) Was I resentful?
- 3. (86:1) Was I selfish?
- 4. (86:1) Was I dishonest?
- 5. (86:1) Was I afraid?
- 6. (86:1) Do I owe an apology?
- 7. (86:1) Have I kept something to myself which should be discussed with another person at once?
- 8. (86:1) Was I kind toward all?
- 9. (86:1) Was I Loving toward all?
- **10. (86:1) What could I have done better?**
- 11. (86:1) Were we (Was I) thinking of myself most of the time?
- 12. (86:1) Were we (was I) thinking of what I could do for others?
- 13. (86:1) Were we (was I) thinking of what I could pack into the stream of life?
- 14. (86:1) We must be careful not to drift into worry, remorse or morbid reflection, for that would diminish our usefulness to others.
- 15. (86:1)After making our review we ask God's forgiveness and inquire what corrective measures

should be taken...

### A Nightly Review Prayer:

"God, please forgive me for my failings today. I know that because of my failings, I was not able to be as effective as I could have been for you. Please forgive me and help me live thy will better tomorrow. Father, I ask you now to show me how to correct the errors I have just outlined. Guide me and direct me. Please remove my arrogance and my fear. Lord, show me how to make my relationships right and grant me the humility and strength to do thy will. Amen"(86:1)

Upon Awakening Instructions:

- 1. (86:2) On awakening let us think about the 24 hours ahead.
- 2. (86:2) We consider our plans for the day.
- 3. (86:2) Before we begin we <u>ask God</u> to direct our thinking.

#### A Prayer for On Awakening:

"God please direct my thinking and keep my thoughts divorced from self – pity, dishonest or self-seeking motives. Lord, please keep my thought life clear from wrong motives and help me employ my mental faculties, that my thought-life might be placed on a higher plane, the plane of inspiration." (86:2)

During The Day Instructions:

- **1.** (86:3) If we are not able to determine which course to take, <u>We ask God</u> for inspiration, an intuitive thought or a decision.
- 2. (86:3) We relax and take it easy.
- 3. (86:3) We don't struggle.
- 4. (87:1) We usually conclude the period of meditation with <u>a prayer</u> that we be shown all through the day what our next step is to be.
- 5. (87:1) That we be given whatever we need to take care of our problems.
- 6. (87:1) We ask especially for freedom from self-will and are careful to make no requests for our selves only.
- 7. (88:2) We let God discipline us in the simple way just outlined.

### An 11<sup>Th</sup> Step Morning Prayer:

"God, should I find myself agitated, doubtful or indecisive today, please give me inspiration, help me to have an intuitive thought or a decision about this problem I face. Father, help me not to struggle, instead, help me to relax and take it easy. Help me know what I should do and keep me mindful, that you are running the show. Lord, free me from my bondage of self. Thy will be done always." (86:3)

### An 11<sup>Th</sup> Step Morning Prayer:

"God, please show me all through this day, what my next step is to be and please Grace me Father, with whatever I need to take care of the problems in my life today. I ask especially Lord, that you free me from the bondage of self-will, Amen."(87:1)

### **Step Five** (72:1-75:3)

Warnings for skipping the 5<sup>th</sup> Step:

- 1. (72:2) We may not Overcome Drinking.
- 2. (73:0) We will not learn Humility.
- 3. (73:0) We will not learn Fearlessness.
- 4. (73:0) We will not learn Honesty.
- 5. (73:0) We will be plagued by Egoism and Fear.
- 6. (73:4) We will not expect to Live Long.
- 7. (73:4) We will not Live Happily.

### With whom do we do a 5<sup>th</sup> Step?

- 1. (74:0) The proper appointed authority if part of your religion.
- 2. (74:0) Someone ordained by an established religion even if you have no religious connection.
- 3. (74:1) A Close mouthed, Understanding Friend.
- 4. (74:1) A Doctor or Psychologist.
- 5. (74:1) A Family Member who will not get hurt or made unhappy by what we will disclose.
- 6. (74:2) Someone who can keep a confidence.

# 7. (74:2) Someone who fully understands and approves of what we are driving at; that he will not try to change our plan.

#### A Pre-Fifth Step Prayer:

"God, please remove my fear and help me be completely Honest in what I am about to do.

Please Father, give me the Courage, Faith and Strength I need to share with this person my whole truth; especially the things I swore I'd take with me to the grave. Amen"

### 5<sup>th</sup> Step Rule – (74:1) We must always be hard on our self, but always considerate of others.

### How To 5<sup>th</sup> Step :

- 1. (75:1) We Decide who is to hear our story.
- 2. (75:1) We Waste no time.
- **3.** (75:1) We have a Written Inventory.
- 4. (75:1) We are prepared for a Long Talk.
- 5. (75:1) We Explain to our partner what we are about to do and why we have to do it.
- 6. (75:1) Be sure he realizes that we are on a Life & death errand.
- 7. (75:1) We Pocket your Pride and go to it.

#### 8. (75:1) We Illuminate every twist of character, every dark cranny of the past.

#### **Returning home Instructions:**

- 1. (75:3) We find a place where we can be quiet for an hour.
- 2. (75:3) Carefully reviewing what we have done.
- **3.** (75:3) We thank God from the bottom of our heart that we know Him better.
- **4.** (75:3) Taking this book down from our shelf we turn to the page which contains the twelve steps. (pg 59)
- 5. (75:3) Carefully reading the first five proposals.
- **6.** (75:3) We ask if we have omitted anything, for we are building an arch through which we shall walk a free man at last.
- 7. (75:3) Is our work solid so far?
- **8.** (75:3) Are the stones properly in place?
- 9. (75:3) Have we skimped on the cement put into the foundation?
- 10. (75:3) Have we tried to make mortar without sand?

#### **A Quiet Hour Prayer:**

"God, Thank You for giving me the strength, faith and courage I needed to get through my 5<sup>th</sup> Step. I thank you from the bottom of my heart for helping me to know you better, by showing me what has been blocking me from you. Father, please show me if I have omitted anything and help me to honestly see if my stones are properly in place or if I have skimped in any area of this work."(75:3)

### <u>Step Six</u> (76:1)

Sixth Step Instructions:

- 1. (76:1) Are you now ready to let God remove from you all the things which you have admitted are objectionable?
- 2. (76:1) Can He now take them all-every one?
- 3. (76:1) If we still cling to something we will not let go, we ask God to help us be willing.

### A 6<sup>th</sup> Step prayer:

"God, Thank you for removing my fear and for showing me the truth about myself. Father, I need your help to become willing to let go of the things in me which continue to block me off from you. Please grant me your Grace Lord and remove these objectionable characteristics, defects and shortcomings from Amen" (76:1)

### Step Seven (76:2)

(From the original manuscript (pg 28) of the Big Book) We get down on our knees and ...

(76:2)When ready, we say something like this: "My Creator, I am now willing that you should have all of me, good and bad. I pray that you now remove from me every single defect of character which stands in the way of my usefulness to you and my fellows. Grant me strength, as I go out from here, to do your bidding. Amen."

Character Defect 10-10-99	Opposite of Defect-Assets
Selfish	Unselfish/Giving/Sharing
Dishonest	Honest
Resentful	Forgiving
Afraid/Fear	Faith
Arrogant	Humble
Egotistical/Egoism	Modest
Cocky	Mild
Envy	Grateful
Sloth	Hard Working/Industrious
Gluttony	Sharing
Impatient	Patient
Vengeful	Loving
Hurtful	Kind
Sarcastic	Complimentary
Intolerant	Tolerant
Hateful	Forgiving
Inconsiderate	Considerate
False Pride	Modest
Greedy	Content/Giving
Thieving	Honest/Giving
Lustful	Content
Angry	Нарру
Jealous	Secure/Trusting
Procrastination	Timely
Self-Seeking	Charity/Helpful for others
Self-Centered	Selfless/Thoughtful
Self – Righteous	Gracious
Self – Pity	Lenient/Positive
Self – Justification	Accepting
Self - Important	Considerate of others
Self – Condemnation / criticism	Self – Embracing/ approval
Self – Harming Smoking, Over-eating	Self Esteem – Self Love
Low Self – Esteem	Self -Acceptance
Suspicious	Trusting
Insecure	Secure/Fulfilled
Manipulative	Compliant/Accepting
Abusive	Caring
Conceited/Vain	Unassuming
Non- Committal	Definite/committal
Rationalization	Acceptance/Reality
Judgmental	Fair Minded/Understanding
Denial/Justification	Agreeable/Acceptance
Opinionated/ Obstinate	Fair Minded
Violent	
	Cuddly/Loving
Prejudice	Open Minded
Controlling	Retiring/Humble
Expectant	Unwatchful/Accepting
Paranoid	Trusting
Needy	Giving
People Pleasing/Fake	Real/True
Unloving/ Unkind	Loving/Kind
Irresponsible	Responsible
Perfectionist/Anal	Sympathetic/Easy Going
Martyr/Victim	Courageous/Responsible
Infidelity	Monogamous
Divorce	Married/Committed
Enabling	Tough Love
Immoral	Moral/Spiritual
minorui	Modest

### A Pre - Eighth Step Prayer:

"God, Please remove my Fears and show me your truth. Show me <u>All</u> the harms I have caused with my behavior.

Lord, make me willing to make amends to one and all. Amen."(76:3)

### **An Eighth Step Meditation:**

"God, Does my lack of willingness have anything to do with whether I will drink again?"

### Step eight (76:3)

**Eighth Step Instructions:** 

- 1. (76:3) We have a list of all persons we have harmed.
- 2. (76:3) We are willing to make amends.
- **3.** (76:3) We made it [the list] when we took inventory.
- 4. (76:3) We subjected ourselves to a drastic self-appraisal.

Step eight comes from our fourth step inventory. The list is compiled during the  $4^{\text{Th}}$  Step. During the  $5^{\text{Th}}$  step, with our sponsors, our list is expanded, reviewed and labeled (+) for willing, (-) for unwilling, and finally, each of our eighth step cards are numbered within in each category (+ or -). The numbering is done from easiest to hardest.

### (THE FRONT OF THECARD IS FOR YOU) John Smith - 125 south st. - Madison, NJ 07940 (973) 555-5555 (+) (13) Don't delay Ask God for Strength & Direction to do the right thing. Before implicating others, we secure their consent Tell Him: I will not get over drinking until I straighten out the past. If an enemy- confess my ill feeling and regret. **Don't:** emphasize spirituality unless asked; if so - use tact and common sense. Don't tell him what to do; only my faults are to be discussed. Don't criticize or argue Be Calm, frank, & open. Make a demonstration of good will. Be sensible, tactful, considerate, & Humble without being servile or scraping. Don't dodge creditors. If I owe money, I will make the best deal I can. (THE BACK OF THE CARD ID FOR THEM ) Remember: you have decided to go to any lengths to find a Spiritual Experience. I know I have caused you this harm: I beat you up, stole your money, slept with your wife Don't Shrink, As God's people we stand on our feet; we don't crawl before anyone: Q: "Are there any more harms I have caused you, which I may not know about?" Shut up and listen! **Q:** "Do you need to tell me how any of this hurt you?" Shut up and listen! **O:** "Is there anything I can do to correct this wrong?" Write it down! A:

### **Step Nine** (76:4 – 83:3)

### The 9<sup>th</sup> Step Instructions:

- 1. (76:4)Do not emphasize Spiritual feature on the first approach
- 2. (77:0) fit ourselves to be of maximum service to God and the people about us.
- 3. (77:0) Make a demonstration of good will.
- 4. (77:1) Don't shy away from the subject of God.
- 5. (77:1) Be willing to announce our convictions with tact and common sense.
- 6. (77:1) If an enemy, go to him in a helpful and forgiving Spirit, confessing our former ill feeling and expressing our regret.
- 7. (77:2) Never criticize or argue. Simply tell him we will never get over our drinking until we have done our utmost to straighten out the past.
- 8. (78:0) Never try telling him what he should do
- 9. (78:0) His faults are not to be discussed. We stick ours harm
- 10. (78:0) Our manner should be Calm, Frank and Open.
- 11. (78:2) Don't dodge your creditors. Tell them what you are trying to do and make no bones about your drinking.
- 12. (78:2) Arrange the best deal you can and let them know you are sorry
- 13. (78:2) We must lose our Fear of our creditors no matter how far we have to go, for we are liable to drink if we are afraid to face them.
- 14. (79:1) Remind yourself that you have decided to go to any lengths to find a Spiritual Experience.
- **15.** (79:1) Ask God for the Strength and Direction to do the right thing, no matter what the personal consequences may be. We are willing. We have to be.
- 16. (79:1) We must not shrink at anything.
- 17. (79:2) If other people are involved, we are not to be a hasty or foolish martyr who would sacrifice others to save himself from the alcoholic pit.
- 18. (80:1) Before taking drastic action which might implicate other people, we secure their consent.
- **19.** (80:1) If we have permission, consulted others [sponsor], Asked God to help and a drastic step is indicated, We must not shrink.
- 20. (83:3) Some people can't be seen [deceased included] We send them an honest letter.
- 21. (83:3) We don't delay if it can be avoided.
- 22. (83:3) Be Sensible, Tactful, Considerate and Humble without being servile or scraping. As God's people we stand on our feet; we don't crawl before anyone.

Armed with our cards we start making appointments and we make our amends.

#### **Our Experience has proven:**

- 1. The general rule is "always make amends face to face if at all possible".
- 2. Before making any amend, **always run the amend past a sponsor**. This keeps you from having ulterior motives and ensures you will not inadvertently hurt anyone with the amend.
- 3. **Pray** for strength and direction to do the right thing, no matter what the personal consequences may be.
- 4. (76:3)We go out to our fellows.
- 5. (76:3) Repair the damage done in the past.
- 6. (76:3)We attempt to sweep away the debris which has accumulated out of our effort to live on self-will and run the show ourselves.
- 7. (76:3) If we haven't the will to do this, we ask until it comes. Remember it was agreed at the beginning we would go to any lengths for victory over alcohol.

#### A 9<sup>th</sup> Step Prayer :

"God, with regard to this amend, please remove my Fear and give me the strength, courage and direction to do the right thing, no matter what the personal consequences may be. Amen"(79:1)

#### An Ninth Step Meditation:

"Dear God, please show me if finishing my amends has anything to do with my drinking again or not..."

With our family we have ongoing amends which require daily attention and prayer.

A 9<sup>th</sup> Step prayer for the Spouse:

"God, please show me how to make amends to my Spouse. Father , Help me to keep my Spouse's happiness

Uppermost in my mind as I try, with your Grace, to make this relationship right. Amen" (82:1) A 9<sup>Th</sup> Step Prayer for the Family:

"God, please show me how to find the way of Patience, Tolerance, Kindness and Love in my heart, my Mind and my Soul. Lord, show me how to demonstrate these principles to my family and all those about me. Amen." (83:1)

### **Step Twelve** (89:1 –103:3)

Practical experience shows that nothing will so much insure immunity from drinking as intensive work with other alcoholics. It works when other activities fail. (89:1) and

Helping others is the foundation stone of your recovery. (97:1) Therefore, Step twelve is of vital importance to long term sobriety. Not to mention the A.A. creed:

"I am responsible... when anyone, anywhere, reaches out for help,

I want the hand of A.A. always to be there. And for that:

I am responsible."

How to do a 12 Step Call [First Call]:

- 1. (90:1) If he doesn't want to stop drinking, don't waste your time persuading him <u>or his family</u>. You may spoil latter opportunity.
- 2. (90:1) Find out all you can about him. Talk to the person most interested in him.
- 3. (90:3) Wait until he goes on a binge. But, don't deal with him if he is very drunk. Wait for the end of a spree.
- 4. (90:3) Let family or friend ask him "do you want to quit for good and will you go to <u>any extremes</u> to do so?"
- 5. (90:3) You should be described to him as someone who needs him as part their own recovery & who would be glad to talk, if he wants to.
- 6. (90:4) If he doesn't want to see you, never force yourself upon him. Nor should his family plead with him to see you.
- 7. (90:4) The family should not tell him much about you. In fact it is better to approach through a doctor or institution.
- 8. (91:1) If he needs hospitalization [Detox] he should have it.
- 9. (91:2) Leave the family out of the first discussion.
- 10. (91:2) Call on him while he is still jittery. & depressed.
- 11. (91:3) See your man alone, if possible.
- 12. (89:3) Don't start out as an evangelist.
- 13. (89:3) To be helpful is our only aim [nothing else]
- 14. (89:3) Cooperate; never criticize.
- 15. (91:3) At first engage in general conversation.
- 16. (91:3) After a while, turn the talk back to some phase of his drinking.
- 17. (91:3) Tell him enough about your drinking habits, symptoms and experience to encourage <u>him to speak of himself</u>.
- 18. (91:3) Let him talk if he wants to.
- 19. (91:3) If he doesn't want to talk give him a sketch of your drinking career <u>up to the time you quit</u>. Say nothing for the moment as to how it was accomplished.
- 20. (91:3) If he is in a serious mood, dwell on the troubles liquor caused you. But, be careful not to moralize or lecture.
- 21. (91:3) If the mood is light, tell him humorous stories of your escapades and get him to tell some of his.
- 22. (91:4) When he sees you know all about the drinking game, describe yourself as an alcoholic.
- 23. (92:0) Share how baffled you were, how you learned you were sick and the struggles that led to you stopping.
- 24. (92:0) Show him the mental twists which leads to the first drink of a spree.
- 25. (92:1) If you are satisfied he is a real alcoholic, begin to dwell on the hopeless feature of the malady.
- 26. (92:1) Show him how the mental condition [denial] prevents normal functioning of the will power.
- 27. (92:1) Don't yet talk of the Big Book.
- 28. (92:1) Be careful not to brand him an alcoholic, let him draw his own conclusion.
- 29. (92:1) If he maintains he can control his drinking, tell him maybe he can if he is not too alcoholic. But,

insist if he is seriously afflicted, there is little chance he will recover by himself.

30. (92:2)Talk of alcoholism as an fatal illness which encompasses the body and the mind.

31. (92:2) Keep him focused on your experience. You can talk about the doom & hopelessness of alcoholism

because you offer a solution.

32. (93:0) Tell him exactly what happened to you.

- 33. (93:0) Stress the Spiritual feature freely, make it emphatic that he does not have to agree with your conception of God. The main thing is that he be willing to believe in a Power Greater than himself and that he live by Spiritual Principles.
- 34. (93:1) Don't raise theological issues, no matter what your own convictions are.
- 35. (93:2) Let him see you aren't there to instruct him in religion
- 36. (93:2) Draw his attention to the fact that no matter how deep his faith and knowledge, he could not
- have applied it or he would not drink.
- **37.** (94:1) Outline the program of action.
- 38. (94:1) Explain how you made a self-appraisal [4The Step], how you straightened out your past & why you are endeavoring to be helpful to him.
- **39.** (94:1) Make it plain he is under no obligation to you.
- 40. (94:1) Suggest how important it is he place others welfare ahead of his own.
- 41. (94:1) Make it clear he is not under pressure & he doesn't have to see you again if he doesn't want to.
- 42. (94:1) The more hopeless he feels, the better.
- 43. (94:2) Tell him you once felt as he does, but doubt you could have made much progress without taking action.
- 44. (94:2) Tell him about the Fellowship of Alcoholics Anonymous.
- 45. (94:2) Lend him your copy of this book.
- 46. (95:1) Do not wear out your welcome.
- 47. (95:1) It is better not to proceed at once.
- 48. (95:1) Do not exhibit a passion for crusade or reform.
- 49. (95:1) Never talk down from a moral or Spiritual hilltop.
- 50. (95:1) Simply lay out the kit of Spiritual tools for his inspection.
- 51. (95:1) Offer him friendship & fellowship.
- 52. (95:1) Tell him that if he wants to get well, you will do anything to help.
- 53. (95:3) If he is sincerely interested & wants to see you again, ask him to read this book in the interval.
- 54. (95:3) He must decide for himself whether he wants to go on
- 55. (95:3) He must not be pushed or prodded by you or others.
- 56. (95:3) The desire to find God must come from within.
- 57. (95:4) If he thinks he can do the job some other way, encourage him to follow his own conscience.
- **58.** (95:4) Point out that all alcoholics have much in common and that in any case, we want to be friendly.
- 59. (95:4) Let it go at that.
- 60. (96:1) Search out another alcoholic and try again.

On your second visit to the man...

Ask him (96:2) "Have you read the Big Book?"

Tell him what you have & briefly explain what the steps require. [ie:4<sup>th</sup> Step, 5<sup>Th</sup> step, Pay the money back, Find God, 12 Step etc.]

(58:2) Do you want what I have?

(96:2) Are you prepared to go through with the rest of the program?

(58:2) "Are you willing to go to any length to get what I have?"

#### The Second Visit to the man:

- 1. (96:2) He has read this volume.
- 2. (96:2) He is prepared to go through with the Twelve Steps.
- 3. (96:2) Let him know you are available if he wishes to make a decision [Step3] and tell his story [Step 5] but, do not insist upon it.
- 4. (97:3) If the alcoholic does not respond, you should continue to be friendly to the family.
- 5. (97:3) The family should be offered your way of life.
- **6.** (98:2) Burn the idea into the consciousness of every man that he can get well regardless of anyone. The only condition is that he trust God and clean house.

7. (99:3) Remind the prospect that his recovery is not dependant upon people. It is dependant upon his relationship with God.

8. (100:2) Take care not to participate in their quarrels.

9. (103:1) Be careful never to show intolerance or hatred of drinking as an institution.

Here is my own personal experience...

When is a 12 step call successful? ... If you don't get drunk on the call – it's a success! What to Do and What to Bring on a 12 Step Call:

- A. Ask God to direct your actions and the outcome of the 12 step call.
- B. Always bring Another person! We always go in pairs. Never try to go it alone, it's part of the 'We'' in A.A., and it
  - is safer that way. One person is the Twelve Stepper and the other is The Safety.
- C. Be prepared for anything!
- D. Take along booze [to prevent seizures or D.T.'s], A Big Book [for him to read before second meeting], A meeting book, Water, Big Plastic Garbage Bags, Wipes and Paper Towels [they always get sick], Candy, Orange or Grapefruit Juice

[they need sugar to replace what was in the booze], Honey[to sweeten the drinks so they will drink it] and Sauerkraut

[if they can't keep anything Down, pour off the juice in a glass and <u>add lots of honey</u> and it usually does the trick! Don't tell them what it is though, just that it will settle their stomach and nerves. Plus it's got minerals too!].

A 12 Step Call Overview:

- **1.** (12:1) We need to become "A Living Example" and carry the true message to the alcoholic who still suffers.
- 2. (18:4) "The ex-problem drinker who has found this solution, who is properly armed with the facts about himself, can generally win the confidence of another alcoholic in a few hours. Until such an understanding is reached, little or nothing can be accomplished."
- 3. (97:1) Helping others is The Foundation Stone of Recovery.
- 4. (97:1) Never avoid these responsibilities, but be sure you are doing the right thing if you assume them.
- 5. (97:1) A kindly act once in a while isn't enough.
- 6. (97:1) You have to act the Good Samaritan every day.
- 7. (100:1) Both you & the new man must walk day by day in the path of Spiritual Progress.
- 8. (100:4) Assuming you are Spiritually fit, you can do all sorts of thing alcoholics are not supposed to do.
- 9. (101:3) <u>Our rule</u> is not to avoid a place where there is drinking *if we have a legitimate reason* for being there.
- **10.** (102:0) Be sure you are on solid Spiritual ground before you start and that your motive in going is thoroughly good.
- 11. (102:0) Do not think of what you will get out of the occasion. Think of what you can bring to it.
- 12. (102:0) If you are shaky, work with another alcoholic instead.
- 13. (102:2) Your job is to be at the place where you may be of maximum helpfulness to others.
- 14. (102:2) Do not hesitate to visit the most sordid spot on earth on such an errand.
- 15. (102:2) Keep on the firing line of life with these motives and God will keep you unharmed.
- 16. (103:3) After all, our problems were of our own making. Bottles were only a symbol. Besides, we *have stopped fighting anybody or anything. We have to!*

Remember in A.A. we have...

<u>A Declaration of Unity</u> This we owe to A.A.'s future: To place our common welfare first; To keep our fellowship united. For on A.A. unity depend our lives, And the lives of those to come.

"Show The Way" ...

I would rather see a sermon - than to hear one, any day. I would rather one walk with me - than merely tell the way.

> For the eye is a better pupil - more willing than the ear. Fine council is confusing - but example is always clear.

I can soon learn to do it - if you let me see it done.

I can watch your hands in action - but your tongue, too fast may run.

And the best of all the preachers - are the men who live their creed. For seeing good in action - is what everybody needs.

#### I may misunderstand you - in the high advise you give.

#### But there is no misunderstanding - in how you act and how you live.

"There is a principle which is a bar against all information, which is proof against all arguments and which cannot fail to keep a man in everlasting ignorance –

That principle is contempt prior to investigation." -HERBERT SPENCER pg#570

### THE A.A. TRADITIONS

To those now in its fold, Alcoholics Anonymous has made the difference between misery and sobriety, and often the difference between life and death. A.A. can, of course, mean just as much to uncounted alcoholics not yet reached.

Therefore, no society of men and women ever had a more urgent need for continuous effectiveness and permanent unity. We alcoholics see that we must work together and hang together, else most of us will finally die alone.

The "12 Traditions" of Alcoholics Anonymous are, we A.A.'s believe, the best answers that our experience has yet given to those ever urgent questions, "How can A.A. best function?" and, "How can A.A. best stay whole and so survive?" Big Book Pg563

If the traditions can keep together a whole group of dysfunctional people, who would normally not mix from killing one another and self-destructing then...

Why can't the traditions keep together a couple or family group and show them "How can they best function?". It makes sense that the traditions can answer the question "How can the relationship best stay whole and so survive?"

## Traditions for relationships

Modified from a talk given on June 7-8 1996 by Mary Pearl Thompson "MERP" of North Little Rock, AR. Thesetraditions are a compilation of ideas and experiences from Merp's couples group and have been added to slightly, with ourown relationship experiencesRevision #3© David J. Fredrickson

- 1. Our common welfare should come first, a healthy relationship depends upon unity.
- 2. For our family or relationship purpose, there is but one ultimate authority a loving God as He may express Himself in our informed family conscience. Each member is God's trusted servant and no one governs.
- **3.** Two or more persons, when gathered together for mutual benefit, may call themselves a relationship. The only basic requirements for a good marriage or relationship are a mutual desire to be in the relationship, a willingness to make the relationship work and an honest desire to live God's will.
- 4. Each partner should be autonomous except in matters effecting the other partner, the family or society as a whole.
- 5. Each marriage or relationship has but one primary purpose to serve as an expression of God's Love.
- 6. A partner ought not be overly supportive spiritually, emotionally, or physically to the marriage or relationship, lest problems of ego or gratification divert us from the primary purpose.
- 7. Each partner ought to strive to be fully self-supporting physically, emotionally, and spiritually.
- 8. Our marriage or relationship should remain forever a free, giving relationship one to the other. In a healthy relationship we do not keep score.
- **9.** A family or a relationship should be pliable in it's organization but, our group conscience may appoint certain persons to serve various functions and to be directly responsible to those they serve.
- 10. A relationship should avoid heated controversy.
- **11.** Each partner best conveys his or her beliefs and philosophy by attraction rather than promotion. Anonymity is a valuable asset to the Marriage or relationship.

12. Anonymity expressed through <u>Selflessness</u> is the spiritual foundation of our way of life as marriage partners or friends; ever reminding us to place principles before personalities and the main principle in a loving relationship is unselfishness. Our greatest expression of Love is to be of help to one another and we can't do that if we are selfish.

### THE A.A. 12 CONCEPTS and THE WARRANTIES OF WORLD SERVICE

(from the A.A. Service Manual, Introduction Pg. 3) "The "Twelve Concepts for World Service" to be described in this manual are an interpretation of A.A.'s world service structure. They reveal the evolution by which it has arrived in its present form, and they detail the experience and reasoning on which our operation stands today...(pg4) The Concepts try to design a structure in which all may labor to good effect, with a minimum of friction. This is accomplished by so relating our servants to their work and to each other that the chances of personal conflict will be minimized...Well knowing our own propensities for power driving, it is natural and even imperative that our service concepts be based on the system of "checks and balances"...(pg3)For example: the "right of Decision" gives our service leaders a proper discretion and latitude; the "Right of Participation" gives each world servant a voting status commensurate with his (or her) responsibility, and "Participation" further guarantees that each service board or committee will always posses the several elements and talents that will insure effective functioning. The "Right of Appeal" protects and encourages minority opinion; and the "Right of Petition" makes certain that grievances can be heard, and properly acted upon."

If the 12 Concepts can keep together multiple groups of dysfunctional people, who would normally not mix, from killing one another and self-destructing the whole system then...

Why can't the Concepts help keep a couple or family group together, showing them "How can they best function?"

### The Twelve Concepts for the family structure

Modified from the Twelve Concepts found in the A.A. Service Manual 1990-91 Edition and added to with my own relationship/family experiences. The reference to 1988 in Concept two is the year my wife and I were married, hence, it is the date our family was formed. If you choose to use these Concepts for your family structure, insert the date of your union into Concept two.... **Revision #3** © David J. Fredrickson

- 1. The final responsibility and ultimate authority for our family should always reside in the collective conscience of our whole family.
- 2. When, in 1988, this family was formed, they thereby delegated complete authority for the active maintenance of the family to all of it's "Trusted Servants" excepting for any change in the Twelve Traditions or to the family structure due to a change in the number its members the family members make up the actual voice and effective conscience for the whole family.
- 3. As a traditional means of creating and maintaining a clearly defined working relation between the family members and the "Trusted Servants" and thus insuring their effective leadership, it is here suggested that we endow each of these elements of the family with a traditional "Right of Decision."
- 4. Throughout the family structure we ought to maintain at all responsible levels a traditional "Right of Participation", taking care that each classification or group of "Trusted Servants" shall be allowed a voting representation in reasonable proportion to the responsibility that each must discharge.
- 5. Throughout the family structure, a traditional "Right of Appeal" ought to prevail, thus assuring us that minority opinion will be heard and that petitions for the redress of personal grievances will be carefully considered.
- 6. On behalf of the family, the "Trusted Servants" have the principal responsibility for the maintenance of the family, and the collective voice of all the family members traditionally has the final decision respecting large matters of general policy and finance. But the family also recognizes that the chief initiative and the active responsibility in most of these matters should be exercised primarily by the "Parental Trustees" when they act among themselves as the "Parental Service Board" for the family.

- 7. The family recognizes that the vows exchanged by the "Parental Trustees" created a legal entity and thereby fully empowered the "Parental Service Board" to manage and conduct all of the family affairs. It is further understood that the Concepts are Spiritual, not legal instruments, and that the family itself is a spiritual body: that it relies instead upon God, as He may express Himself in the group conscience, the principal vows to Love, Honor and Cherish each other, the force of tradition, self- sacrifice, selflessness, cooperation and as a last resort, the power of the parental purse for its final effectiveness.
- 8. The "Parental Trustees" which make up the "Parental Service Board" act in two primary capacities: (a) With respect to the larger matters of over-all policy and finance, they are the principal planners and administrators. They and their primary committees directly manage these affairs. (b) But with respect to the constantly active service committees, the relation of the "Parental Service Board" is mainly that of custodial oversight which they exercise through their ability to elect all directors of the family service committees.
- 9. Good service leaders, together with sound methods of choosing them, are at all levels indispensable for our future functioning and safety. The primary family leadership must necessarily be assumed by the "Parental Trustees" who make up the "Parental Service Board".
- **10.** Every service responsibility should be matched by an equal service authority the scope of such authority to be always well defined whether by tradition, by resolution, or by specific job description.
- 11. While the "Parental Trustees" hold final responsibility for the family administration, they should always have the assistance of the best possible standing committees, staffs and consultants. Therefore, the composition of these underlying committees, the personal qualifications of their members, the manner of their introduction into service, the systems of their rotation, the way in which they are related to each other, their special rights and duties, together with a proper basis for the financial compensation of these special workers, will always be matters for serious care and concern.
- 12. General Warranties of the family: In all its proceedings, the family shall observe the spirit of the AA Tradition, taking great care that the "Trusted Servants" and committees never become the seat of perilous wealth or power; that sufficient operating funds, plus an ample reserve, be its prudent financial principle; that none of the family members shall ever be placed in a position of unqualified authority over any of the others; that all important decisions be reached by discussion, vote, and whenever possible, by substantial unanimity; that no family action ever be personally punitive or an incitement to public controversy; that though the "Trusted Servants" may act for the service of the family, they shall never perform acts of government; and that like the family itself which they serve, the "Trusted Servants" will always remain democratic in thought and action.