



PRACTICING IN ALL OUR AFFAIRS

# CONCEPTS

DENISE H. & SARAH O. 2021

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# WELCOME TO...

“Practicing These Concepts In All Of Our Affairs”

**The Steps Brought Our Recovery.**

**The Traditions Taught Us How To Love And Live In Unity.**

**The Concepts of Service Teach Us How To Express That Unity Through Service.**

**Thus We Have The Full Potential Of Sobriety In A.A.: Recovery, Unity & Service.**

In the introduction to "Twelve Concepts for World Service," Bill describes the purpose of The A.A. Service Manual:

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. These Concepts, therefore, aim to record the "why" of our service structure in such a fashion that the highly valuable experience of the past, and the lessons we have drawn from that experience, can never be forgotten or lost. (page 1:1)

There will also be seen in these Concepts a number of principles that have already become traditional to our services, but which have never been clearly articulated and reduced to writing. For example:

- **“Right of Decision”** gives our service leaders proper discretion and latitude
- **“Right of Appeal”** gives each world servant a voting status commensurate with his (or her) responsibility
- **“Participation”** further guarantees that each service board or committee will always possess the several elements and talents that will ensure effective functioning
- **“Right of Appeal”** protects and encourages minority opinion
- **“Right of Petition”** makes certain that grievances can be heard, and properly acted upon

These general principles can of course be used to good effect throughout our entire structure. (page 1:4)

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In other sections, the Concepts carefully delineate those important traditions, customs, relationships, and legal arrangements that weld the General Service Board into a working harmony with its primary committees and with its corporate arms of active service – A.A. World Services, Inc. and The A.A. Grapevine, Inc. This is the substance of the structural framework that governs the internal working situation at A.A.'s World Headquarters. (Page 1:5)

Bill describes the fundamental problem he encountered in writing the concepts: controlling our dictatorial natures with checks and balances. The Concepts try to design a structure in which all may labor to good effect, with a minimum of friction.

In the A.A. services, we have always had to choose between the authoritarian setup, whereby one group or one person is set in unqualified authority over another, and the democratic concept, which calls for "checks and balances" that would prevent unqualified authority from running unrestrained. The first approach is that of the "institutional" or authoritarian type. The second is the method of "constitutional" governments and many large business corporations in their upper echelons. (page 2:3)

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." We have had to face the fact that we usually try to enlarge our own authority and prestige when we are in the saddle. But when we are not, we strenuously resist a heavy-handed management wherein someone else holds the reins. I'm pretty sure of this because I possess these traits myself. (page 2:4)

Consequently, ideas like the following pervade the Concepts:

- "No group or individual should be set in unqualified authority over another,"
- "Large, active, and dissimilar operations should be separately incorporated and managed, each with its staff, equipment, and working capital,"
- "We ought to avoid undue concentration of money or personal influence in any service group or entity."
- "At each level of service, the authority should be equal to responsibility,"
- "Double-headed executive direction should be avoided."

These and other similar provisions define working relations that can be friendly and yet efficient. They would significantly restrain our tendency to concentrate money and power, this being nearly always the underlying (though not always the conscious) motivation of our recurrent passion for the "consolidation" of world service entities. (page 2:5)



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In the final two paragraphs of the Introduction, Bill describes the Concepts as a group of related principles. Denise and I will share what we have come to understand as the unifying themes behind these related principles at the beginning of each Concept.

Because of the large range of topics that had to be included, these Concepts have been difficult to organize and write. Since each Concept is really a group of related principles, the kind abbreviated statements used in A.A.'s Twelve Steps and Twelve Traditions" have not been possible. However, these Concepts do represent the best summation that I am able to make after more than twenty years of experience in the creation of our service structure and in the conduct of A.A.'s world affairs. Like the earlier-written "Twelve Steps and Twelve Traditions," and the Conference Charter, these service principles are also the outcome of long reflection and extensive consultation. (page 2:6-3:0)

It is much to be hoped that these Twelve Concepts will become a welcome addition to our "Third Legacy Manual of A.A. World Services," and that they will prove to be a reliable working guide in the years that lie ahead. (page 3:1)

*These page numbers and paragraphs noted may vary depending on the edition you have.*

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## “Practicing These Concepts In All Of Our Affairs” Study Format

We will bring together the Steps, Traditions, and Concepts throughout the study - it's a big game-changer. It continues to show us that as we persevere with these principles, we are drawn forward by the Love of God and Service. We come to find that the Concepts have already begun to take root. Practicing them in all of our affairs, intentionally with the God of our understanding, we live out of freedom like no other. Inspiration for this format comes from Dennis Fitzpatrick's interpretation of the Concepts.

1. Introducing the Concept.
2. Reading with excerpts from A.A.'s service Manual and other conference literature.
3. Commentary of our personal experience
4. A 3-minute meditation followed by a discussion.
5. Inventory questions for self-searching.

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*God, please help me set aside everything I think I know about myself,  
my disease, the 12 Steps, the 12 Traditions, the 12 Concepts,  
and especially you God -  
for a new experience with myself, my disease, the 12 Steps,  
the 12 Traditions, the 12 Concepts, and especially you God.  
Amen*

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# Concept 1

## 1. PREPARING FOR THE FIRST CONCEPT OF SERVICE

Read Concept One, "Twelve Concepts for World Service"

## 2. ATTEND THE WEEEEKLY CONCEPT STUDY

## 3. THE FIRST CONCEPT SUGGESTION:

**I DEDICATE MY SOBRIETY TO SERVING THE GROUP CONSCIENCE.**

## 4. INVENTORY QUESTIONS

The twelve concepts of service are simply a list of twelve problem areas alcoholics have in giving service. By writing inventory on these areas and working the other steps on them, we become free because unity ensures our recovery through service.

1. GOD & A.A.: Am I still saying "no" to an A.A. request?

2. MY RELATIONSHIPS: Am I ready to consecrate my life a day at a time to serving anyone who is sent to me?

3. WORK AND OTHER TALENTS: Am I able to extend this attitude to requests at home, at work, and in the world?

4. FROM CONCEPT CHECKLIST: Am I willing to do what it takes to insure that our democracy of world services will work under all conditions?

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# Concept 2

## 1. PREPARING FOR THE SECOND CONCEPT OF SERVICE

Read Concept Two, "Twelve Concepts for World Service"

## 2. ATTEND THE WEEKLY CONCEPT STUDY

## 3. THE SECOND CONCEPT SUGGESTION:

**I CHOOSE TO DEVELOP DISCIPLINE IN ORDER TO SERVE THE GROUP CONSCIENCE BY OBEYING IT AS A TRUSTED SERVANT. I'LL DO WHAT GOD DELEGATES TO ME THROUGH THE GROUP.**

## 4. INVENTORY QUESTIONS

The Second Concept of Service is that you become "disciplined" in order that you may do the jobs that God delegates to you in these areas of your life.

1. GOD & A.A.: Am I disciplined in working the steps in my relationship to God? Am I reliable in attending meetings and participating in them with answers as well as problems? Do I obey the group conscience?

2. MY RELATIONSHIPS: Am I disciplined in carrying out my responsibilities in a relationship? Where can I improve?

3. WORK AND OTHER TALENTS: Do people rely on me at work because they know I will do what I say? Do people treat me as a trusted servant or do they avoid me because I like to run things?

4. FROM CONCEPT CHECKLIST: What is a Conference Advisory Action? Does our home group's G.S.R., D.C.M., Area Delegate report back to the group on the highlights of the Conference and Conference Advisory Actions?

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# Concept 3

## 1. PREPARING FOR THE THIRD CONCEPT OF SERVICE

Read Concept Three, "Twelve Concepts for World Service"

## 2. ATTEND THE WEEKLY CONCEPT STUDY

## 3. THE THIRD CONCEPT SUGGESTION:

**I SERVE BY ACTING ON MY CONSCIENCE THROUGH MY "RIGHT OF DECISION."  
I TRUST OTHERS WHEN THEY EXERCISE THEIR "RIGHT OF DECISION."**

## 4. INVENTORY QUESTIONS

Where can you apply the third concept of the "Right of Decision?" Use the following questions for self-searching:

1. GOD & A.A.: Am I at one with myself in relationship to God and A.A.? Am I acting in any area of my life that is contrary to my conscience?

2. MY RELATIONSHIPS: Am I demanding that anyone else act contrary to their conscience to please me? Do I need to make some decisions to bring my home life into conformity with God's will for me?

3. WORK AND OTHER TALENTS: Am I at peace with myself at work? Am I mistrustful of the decisions of others in authority over me?

4. FROM CONCEPT CHECKLIST: Do I trust our trusted servants - G.S.R., D.C.M., Area Delegate, the Conference itself?



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# Concept 4

## 1. PREPARING FOR THE FOURTH CONCEPT OF SERVICE

Read Concept Four, "Twelve Concepts for World Service"

## 2. ATTEND THE WEEEEKLY CONCEPT STUDY

## 3. THE FOURTH CONCEPT SUGGESTION:

**I CHOOSE TO SERVE THROUGH MY "RIGHT OF PARTICIPATION" IN LIFE  
AND I RESPECT THIS RIGHT IN OTHERS.**

## 4. INVENTORY QUESTIONS

The Fourth Concept of Service is your "Right of Participation" in life equal to your responsibilities.

1. GOD & A.A.: Do I expect that, because I'm an A.A. member, I should be allowed to vote at any group, even if I'm not an active member of that group?

2. MY RELATIONSHIPS: Am I granting others the right to make their own mistakes or do I try to restrict their freedom and give advice based on fear?

3. WORK AND OTHER TALENTS: Am I participating fully and fearlessly in life (AA, home, and work) or am I held back by my fearfulness?

4. FROM CONCEPT CHECKLIST: Do I understand the spiritual principles underlying the "Right of Participation"?

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# Concept 5

## 1. PREPARING FOR THE FIFTH CONCEPT OF SERVICE

Read Concept Five, "Twelve Concepts for World Service"

## 2. ATTEND THE WEEKLY CONCEPT STUDY

## 3. THE FIFTH CONCEPT SUGGESTION:

**I SERVE THE GROUP BY HAVING THE COURAGE TO STATE A MINORITY  
OPINION WHEN NEEDED, AND I RESPECT THIS RIGHT IN OTHERS.**

## 4. INVENTORY QUESTIONS

Throughout our service structure, a traditional "Right of Appeal" ought to prevail so that minority opinion will be heard and personal grievances receive careful consideration. I will examine these areas of my life:

1. GOD & A.A.: Do I appeal to the group conscience at meetings for direction in my life?  
Does my fear of not getting your approval keep me quiet?

2. MY RELATIONSHIPS: When I have a personal grievance, do I have the courage to state it (in a loving manner), or am I still a doormat?

3. WORK AND OTHER TALENTS: Am I part of the silent majority at work over beliefs I do not hold? Do I agree to things at work I used to drink over? Do I have the courage to state a minority opinion when needed?

4. FROM CONCEPT CHECKLIST: Does my group understand the importance of all points of view being heard before a vote is taken?

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# Concept 6

## 1. PREPARING FOR THE SIXTH CONCEPT OF SERVICE

Read Concept Six, "Twelve Concepts for World Service"

## 2. ATTEND THE WEEKLY CONCEPT STUDY

## 3. THE SIXTH CONCEPT SUGGESTION:

**GOD HAS THE ULTIMATE RESPONSIBILITY FOR MY SERVICE  
WHILE I HAVE THE ACTIVE RESPONSIBILITY FOR CARRYING THE MESSAGE.**

## 4. INVENTORY QUESTIONS

The Sixth Concept of Service clearly outlines the of responsibility between your God and yourself. You have the responsibility to carry the message and God has the ultimate responsibility for your service.

1. GOD & A.A.: What is my relationship to God in carrying the message? Do I take active responsibility for all twelve-step work that comes my way? Do I surrender to God's ultimate authority the outcome of that twelve-step work? Do I surrender the ultimate responsibility to God for finances and relationships in my life?

2. MY RELATIONSHIPS: Do I give others the freedom they need to exercise their active responsibility towards life in the same way that God grants me complete freedom to carry the message? Do I extend to others my God-given freedom of choice?

3. WORK AND OTHER TALENTS: Am I clear about the terms "chief initiative" and "active responsibility"? Can I see a direct link to my homegroup?

4. FROM CONCEPT CHECKLIST: Am I clear about the terms, "chief initiative" and "active responsibility"? Can I see a direct link to my home group?

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# Concept 7

## 1. PREPARING FOR THE SEVENTH CONCEPT OF SERVICE

Read Concept Seven, "Twelve Concepts for World Service"

## 2. ATTEND THE WEEKLY CONCEPT STUDY

## 3. THE SEVENTH CONCEPT SUGGESTION:

**I AM EMPOWERED TO GIVE SERVICE AND RESPONSIVE  
TO THE GROUP CONSCIENCE CONCERNING MY SERVICE.**

## 4. INVENTORY QUESTIONS

Examine the talents you use to be of service in AA, at home, and work.

1. GOD & A.A.: Are you serving to your full capabilities? Have you resisted being accountable to others for your service? Do you improve your service when the group conscience tells you you need to change?

2. MY RELATIONSHIPS: If you are lonely and do not have good relationships, is the group conscience telling you that you need to give love rather than seek it?

3. WORK AND OTHER TALENTS: When you are not of service with your work talents, the group conscience speaks to you by not paying you. If your financial situation presents a problem, what is your attitude and motive in giving service? Do you seek to serve or seek to be rewarded?

4. FROM CONCEPT CHECKLIST: Do I realize that the practical and spiritual power of the Conference will nearly always be superior to the legal power of the General Service Board?

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# Concept 8

## 1. PREPARING FOR THE EIGHTH CONCEPT OF SERVICE

Read Concept Eight, "Twelve Concepts for World Service"

## 2. ATTEND THE WEEEEKLY CONCEPT STUDY

## 3. THE EIGHTH CONCEPT SUGGESTION:

**I AM WILLING TO BE RESPONSIBLE.**

## 4. INVENTORY QUESTIONS

The Eighth Concept of Service asks if you are now willing to be responsible to make the efforts God assigns to you. This concept tests your maturity in the program.

1. GOD & A.A.: Am I willing to volunteer to clean up after A.A. meetings? Am I willing to serve as Secretary, Leader, Speaker, Coffee-maker, Central Service Representative, or General Service Representative? Am I willing to take directions? Have I stopped saying "no" in my heart to any A.A. requests that involve responsibility? Am I responsible for going on any A.A. twelfth step calls when asked, day or night?

2. MY RELATIONSHIPS: Am I willing to be responsible in love relationships and at work? Am I spiritually responsible for what I think and for my emotional moods? Am I willing to be responsible for my spiritual condition through working in a program or do I still expect others to take care of me because I am unwilling to be responsible for myself?

3. WORK AND OTHER TALENTS: Am I responsible for my job? Do I make commitments I can't keep? Do I exaggerate to get the sale?

4. FROM CONCEPT CHECKLIST: Does my home group subscribe to G.SO.'s bi-monthly newsletter Box 4-5-9? Do I?

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# Concept 9

## 1. PREPARING FOR THE NINTH CONCEPT OF SERVICE

Read Concept Nine, "Twelve Concepts for World Service"

## 2. ATTEND THE WEEKLY CONCEPT STUDY

## 3. THE NINTH CONCEPT SUGGESTION:

I SERVE BY BEING A PERSONAL SPIRITUAL EXAMPLE OF GOOD LEADERSHIP.  
I SEEK ADVICE. I ACCEPT CRITICISM AND DISAGREEMENT. I COMPROMISE.  
I TAKE TOUGH STANDS. I EXERCISE VISION.

## 4. INVENTORY QUESTIONS

Use the study of the Ninth Concept of Service to examine your leadership capabilities. For example, am I willing to be of service and express my gratitude for sobriety by offering leadership to A.A.?

1. GOD & A.A.: Am I willing to seek the advice of others? Am I willing to surrender personal ambitions, feuds, and controversies to serve others?

2. MY RELATIONSHIPS: Am I willing to become accountable and criticized for my decisions? Am I willing to have others take my inventory and learn from them?

3. WORK AND OTHER TALENTS: Am I willing to develop attributes needed by a leader: tolerance, responsibility, flexibility, and vision?

4. FROM CONCEPT CHECKLIST: Do we recognize the need for group officers? What is our criteria for election? Do we sometimes give a position to someone "because it would be good for them?"



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# Concept 10

## 1. PREPARING FOR THE TENTH CONCEPT OF SERVICE

Read Concept Ten, "Twelve Concepts for World Service"

## 2. ATTEND THE WEEKLY CONCEPT STUDY

## 3. THE TENTH CONCEPT SUGGESTION:

**I CHOOSE TO BE OF SERVICE BY ACCEPTING RESPONSIBILITY FOR THE  
AUTHORITY GOD HAS GIVEN ME AND BY RESPECTING THE AUTHORITY  
GOD HAS GIVEN TO OTHERS.**

## 4. INVENTORY QUESTIONS

The Tenth Concept of Service challenges you to change your attitude toward authority.

1. GOD & A.A.: Am I a responsible sponsor?
2. MY RELATIONSHIPS: Am I avoiding any of my duties as a wife, sister, or friend?
3. WORK AND OTHER TALENTS: Do I use my best job talents in earning a living? Do I have artistic and sports talents that are lying uncultivated in sobriety?
4. FROM CONCEPT CHECKLIST: Do I understand "authority" and "responsibility" as they related to group conscience decisions by G.S.R.s, D.C.M.s, and my Area Delegates?

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# Concept 11

## 1. PREPARING FOR THE ELEVENTH CONCEPT OF SERVICE

Read Concept Eleven, "Twelve Concepts for World Service"

## 2. ATTEND THE WEEEEKLY CONCEPT STUDY

## 3. THE ELEVENTH CONCEPT SUGGESTION:

**I SERVE WITH QUALITY AND DEDICATION.**

## 4. INVENTORY QUESTIONS

Experience a deeper study of the eleventh concept of service by examining the quality and dedication of your service.

1. GOD & A.A.: Am I serving in A.A. to the best of my ability and dedication as a sponsor, speaker, or leader? Am I pursuing the steps, traditions, and concepts of service with my best effort?

2. MY RELATIONSHIPS: What is the quality of my love in relationships? Is there a difference in the quality and dedication of my service when I contribute help directly or when I assist you in being of service? For example, do I serve better if I am in charge rather than helping others give service?

3. WORK AND OTHER TALENTS: How dedicated am I at work? Do I pursue my other talents with quality and dedication or half-heartedly?

4. FROM CONCEPT CHECKLIST: Do we practice rotation in all our service positions?

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# Concept 12

## 1. PREPARING FOR THE TWELFTH CONCEPT OF SERVICE

Read Concept Twelve, "Twelve Concepts for World Service"

## 2. ATTEND THE WEEEEKLY CONCEPT STUDY

## 3. THE TWELFTH CONCEPT SUGGESTION:

**I AM GUARANTEED THE FREEDOM OF SELFLESS SERVICE BY OBSERVING THE SIX WARRANTIES:**

1. I DO NOT PURSUE AUTHORITY, WEALTH, AND POWER.
2. I LIVE BY A PRUDENT FINANCIAL PRINCIPLE: SUFFICIENT OPERATING FUNDS PLUS AN AMPLE RESERVE (ONE YEAR OF OPERATING EXPENSES).
3. I'M NOT A DICTATOR AND HAVEN'T BEEN PLACED IN A POSITION OF UNQUALIFIED AUTHORITY OVER ANYONE.
4. I SEEK SUBSTANTIAL UNANIMITY WHENEVER POSSIBLE.
5. I'M NOT PERSONALLY PUNITIVE, NOR DO I INCITE PUBLIC CONTROVERSY.
6. I AM DEMOCRATIC IN THOUGHT AND ACTION.

## 4. INVENTORY QUESTIONS

The Twelfth Concept of Service challenges you to examine your attitudes that interfere with your ability to be of selfless service.

1. GOD & A.A.: Do I seek authority, wealth, or power as a goal in my life? Have I been living a financially reckless or miserly life?

2. MY RELATIONSHIPS: Am I a dictator to my spouse, at work, to those I sponsor, or anyone at all? Do others describe me as a dictator? Do I seek consensus at home and work, or do I issue orders? Do share my authority? Ask someone who knows you if they think you are dictatorial. Is there someone I feel personally punitive about? Can I love someone who disagrees with me?

3. WORK AND OTHER TALENTS: Do I think and act democratically, or do I even ask what others think? Do I enjoy gossiping or criticizing others and thus promote public controversy?

4. FROM CONCEPT CHECKLIST: Do I always try to treat each other with mutual respect and love?

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# PRAYERS

**Concept 1:** "God, please help me give up living for my own ambitions in life so that I can be of service to others. That you would give me the willingness to be accountable to the group for my service and to improve it when the group indicates change. Let me be reminded that I am powerless over alcohol, so I join with other alcoholics at meetings and serve the group conscience to stay sober. Thank you for transforming me from being a "loner" to being a "volunteer."

**Concept 2:** "God, may I have the discipline necessary to do whatever you delegate to me. Thy Will – Not Mine – Be Done."

**Concept 3:** "God, may I have a trusting attitude in your loving "Right of Decision" when life is difficult for me. Thank you for giving me the right to come to you in prayer to run my life for me".

**Concept 4:** "God, I thank you for the right to participate in life as a sober alcoholic. May I meet all challenges fearlessly for you rescued me because you needed me, you are relying on me!"

**Concept 5:** "God, may I be fearless in carrying a message of sobriety and practice patience, tolerance, understanding, and love with those who disagree with me."

**Concept 6:** "God, may I let go of my obsessions with worrying about the outcome of relationships, finances, and details of my life, and instead simply take active responsibility for carrying the message of sobriety, a day at a time, as you direct me."

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# PRAYERS

**Concept 7:** "God, I thank you for giving me unlimited power to be of service. I pray for enough humility that I will be spiritually responsible and accept the corrections of the group conscience to my service. May I not be overly sensitive and react out of hurt feelings. I pray that I would be refined in the fire of your correcting love. May I hear your loving voice in the group conscience calling me to even greater service."

**Concept 8:** "God, please help me to hear your voice throughout the day that I may not only give willing, zealous, and responsible service in carrying the message, but that I may volunteer my service for the most demanding jobs with enthusiasm and visionary faith in your power to help me accomplish them!"

**Concept 9:** "God, may I be an example of good leadership by seeking your advice, welcoming your corrections, taking tough stands and compromising as you direct me, and exercising your vision! May I do all these things with a spirit of love!"

**Concept 10:** "God, teach me to be responsible for all the talents you have given me, and may I not rebel, yet instead accept the authority you give to others over me since it comes from you."

**Concept 11:** "God, may I take the time and effort to give you quality service. May I be unsparing of me in my dedication to carrying the message without taking credit."

**Concept 12:** "God, may I not pursue authority, wealth, and power. May I be financially prudent. May I not be a dictator yet seek unanimity. May I not be punitive toward others nor incite controversy. May I be democratic in thought and in action so that I may have the freedom of praising you through selfless service!"

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# RESOURCES

[www.AA.org](http://www.AA.org)

## Conference Books

THE A.A. SERVICE MANUAL COMBINED WITH TWELVE CONCEPTS FOR WORLD SERVICE

THE QUARTERLY REPORT FROM G.S.O.

ALCOHOLICS ANONYMOUS

TWELVE STEPS AND TWELVE TRADITIONS

A.A. GRAPEVINE

THE LANGUAGE OF THE HEART

AS BILL SEES IT

DAILY REFLECTIONS

ALCOHOLICS ANONYMOUS COMES OF AGE

PASS IT ON: THE STORY OF BILL WILSON AND HOW THE A.A. MESSAGE REACHED THE WORLD

OUR TWELVE TRADITIONS: A.A. MEMBERS SHARE THEIR OWN STORIES OF EXPERIENCE

OUR GREAT RESPONSIBILITY: A SELECTION OF BILL W.'S GENERAL SERVICE CONFERENCE TALKS, 1951 – 1970

## Conference Pamphlets

THE CONCEPTS FOR WORLD SERVICE ILLUSTRATED

CONCEPTS CHECKLIST

THE A.A. GROUP...WHERE IT ALL BEGINS

A.A.'S LEGACY OF SERVICE BY BILL W.

THE CO-FOUNDERS OF ALCOHOLICS ANONYMOUS

G.S.R. GENERAL SERVICE REPRESENTATIVE

YOU'RE A.A. GENERAL SERVICE OFFICE

MANY PATHS TO SPIRITUALITY

## Video

A.A.'s 12 Concepts for World Service Explained ~ YouTube

## Audio

Debbie D. on the 12 Concepts (Our 3rd Legacy) ~ YouTube

<https://youtu.be/R9mPsdc7WzM>



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# RESOURCES

## Literature Based Virtual Study Groups

### **THE 12 STEPS IN THE 1ST LEGACY OF RECOVERY**

A.A. member Craig W. from Sandy Hook, CT shares his experience, strength, and hope with practical application of A.A.'s 36 Spiritual Principles.

**SUNDAYS 6-7:30 PM (EST)**

**ZOOM ID: 452-100-1634**

**PW: 31236**

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### **"LET'S STUDY" THE A.A. SERVICE MANUAL with past GSR, Delegate Panel 49, General Service Trustee BILLY N.**

Leadership in A.A.: Ever A Vital Need

Another qualification for leadership is give-and-take, the ability to compromise cheerfully whenever proper compromise can cause a situation to progress in what appears to be in the right direction. Compromise comes hard to us all-or-nothing drunks.

Nevertheless, we must never lose sight of the fact that progress is nearly always characterized by a series of improving compromises,

We cannot, however, compromise always. Now and then, it is truly necessary to stick flat-footed to one's conviction and an issue until it is settled.

These situations for keen timing and careful discrimination as to which course to take...

Leadership is often called upon to face heavy and sometimes long-continued criticism. This is an acid test. There are always constructive critics, our friends indeed. We ought never to fail to give them a careful hearing.

We should be willing to let them modify our opinions or change them completely. Often, too, we shall have to disagree and then stand fast without losing their friendship.

**MONDAYS 9 PM (EST)**

**(8 pm Central - 7 pm Mountain - 6 pm Pacific)**

**ZOOM ID: 452-100-1634**

**PW: 21336**