

“WE HAD A NEW EMPLOYER”
Humility, Responsibility and Hope in Our New Relationship with Our “New Employer”

A Big Book Study of Spiritual Recovery from Alcoholism
in a Twelve-Step Workshop, from April 1 through June 24, 2024.

Facilitator: Bill H., St. Louis, Mo. USA

(All page numbers from Alcoholics Anonymous, Fourth Edition, unless otherwise noted.)

Introduction to the Study.

The A.A. Twelve Steps guide me into a healthy relationship with my “new Employer”.
My relationship with my new Employer becomes *desirable, possible and fulfilling*.

Steps One, Two and Three make my relationship with my new Employer *desirable*.

I am now aware of the powerlessness and unmanageability of my life “employed” by my “self-will run riot”. I accept my need to believe in a Power greater than myself that could become my new Employer. I decide to act, to learn how to work for, to seek the care of, my new Employer.

Steps Four through Nine make my relationship with my new Employer *possible*. I work the steps in *faith*. I learn to face, and to be rid of, the things in me that block me from my new Employer. I get a new attitude, a new relationship with my new Employer. I am willing to “let go” of my objectionable things. I “let God” grant me strength. I take responsibility for my wrongs. I become accountable to amend them. I develop a better relationship with myself and others.

Steps Ten, Eleven and Twelve make my relationship with my new Employer *fulfilling*. I trust my new Employer more as I “work” for my new Employer, daily, with myself and others.

My *belief* strengthens; my *faith* grows; my *trust* increases in *humility, responsibility and hope*.

What are the characteristics of my new Employer?

- knows more than I do about my spiritual needs, and my other needs, as well;
- has a plan of spiritual success for me and a proven path for me to follow;
- cares for me—wants to help me succeed on my path of spiritual restoration;
- “can remove whatever self-will has blocked [me] off from Him”;
- when I disagree with my new Employer, my new Employer still cares for me.

I learn to have a healthy relationship with my new Employer—

- in which my new Employer is in charge—and I am not in charge;
- in which I learn to have and even enjoy *humility, responsibility and hope*;
- in which I learn to deal with all uncertainty in my life in a healthy way;
- in which I learn to live in forgiveness, love, tolerance and serenity.

Step Ten. “Continued to take personal inventory and when we were wrong promptly admitted it.”

(p. 59)

“We feel a man is unthinking when he says that sobriety is enough.”

(p. 82)

Not drinking is the beginning of my spiritual awakening, not the fulfillment of it.

“Yes, there is a long period of reconstruction ahead. We must take the lead.”

(p. 83)

I trust my new Employer to supervise my “reconstruction”, one day at a time.

“The spiritual life is not a theory. *We have to live it.*”

(Believe)

“

In trying to live “the spiritual life”, I resist the temptation to be “self-employed”.

“Our behavior will convince them more than our words.”

(Faith)

“

I earn their trust as I grow spiritually; become less self-centered and more considerate.

“If we are painstaking ... will be amazed ... God is doing for us ...” (Trust) (pp. 83-84)

*In Step Ten, I **continue** to practice the spiritual principles of Steps One through Nine. I learn to live an “amended life”, the spiritual life, with the **continuing** help of my new Employer.*

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Step Ten. “Continued to take personal inventory and when we were wrong promptly admitted it.”

(p. 59)

“They will **always** materialize **if we work for them.**” (Bold type mine)

(p. 84)

“This thought brings us to *Step Ten*, which suggests we:

(p. 84)

“... continue to take personal inventory ...”

My new Employer is still my Employer. I need to avoid becoming “self-employed” again!

“... continue to set right any new mistakes as we go along ...”

I live an “amended life”, making amends when needed, although less often needed.

“... vigorously commenced this way of living as we cleaned up the past ...”

My new Employer has me “vigorously” working Step Ten during the prior steps!

“... entered the world of the Spirit ...”

My new Employer has welcomed me into the world of the Spirit. I want to stay there.

“... grow in understanding and effectiveness ... continue for our lifetime ...”

My new Employer has made a lifetime commitment to me. Am I willing to do the same, one day at a time? Will I seek the “vision of God’s will” and not my own?

Step Ten Daily Action Plan.

“Continue to watch for selfishness, dishonesty, resentment, and fear.” (Humility)

My character defects are disclosed by simply letting my new Employer help me “watch for” these four “warning lights”—and act to remedy them “in the now” with some urgency.

“When these crop up:

(Responsibility)

1. we ask God **at once** to remove them;

2. we discuss them with someone **immediately**;

3. [we] make amends **quickly** if we have harmed someone;

4. [we] **resolutely** turn our thoughts to someone we can help.” (Bold mine) (p. 84)

I learn the spiritual principles in the first nine steps. I continue to apply them in Step Ten .

Step Ten Promises.

(Hope)

“Love and tolerance of others is our code ... ceased fighting anything or anyone ...”

“... sanity will have returned ... seldom interested in liquor ... react sanely and normally ...”

“We are neither cocky nor afraid ... as long as we keep in fit spiritual condition ...

daily reprieve contingent upon the maintenance of our spiritual condition.” (pp. 84-85)

“Love” and “tolerance” are choices of the will, not of emotion. My new Employer empowers me to “love”—to want God’s “best” for them; to be “tolerant”—unafraid of our differences.

*One-day-at-a-time spiritual recovery centers on letting my new Employer **continue** to help me make my choices. Choices I make with God’s help always result in better outcomes than my choices made without God’s help. My new Employer grants me a fulfilled life, one day at a time.*

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Observations on the Meaning and Application of “Continue” in Step Ten.

1. The “world” defines peace as the absence of trials and suffering. In the “world of the Spirit”, peace and serenity are found in the midst of trials and suffering.
2. “Love and tolerance of others” is the spiritual path that leads us out of relationships based on power and competition and into relationships based on reciprocity and cooperation.
3. “Love and tolerance of others” is not based on their response to me—but on my response to my new Employer. I *believe*, have *faith* in and *trust* the care of my new Employer.
4. “Love” of others is a *decision* I make, knowing that only God knows what is best for them.
5. To be “tolerant” of others, I **continue** to pray the “watch for” prayers of Step Ten to help me not become part of their “problem” and to be ready, if I’m able, to be part of their “solution”.
6. “We have entered the world of the Spirit” because we have allowed “the Spirit” to enter us.
7. “Every day is a day when we must carry the vision of God’s will into all of our activities.” My new Employer does not disclose His will to me if I have no intention of following it!
8. I am able to “cease fighting anything and anyone” because I *trust* my new Employer’s care.
9. “We are not cured of alcoholism. What we really have is a daily reprieve contingent on the maintenance of our spiritual condition. “ (“perfect and enlarge”, pp. 14-15) I desire the promises on pp. 83-84 to “always materialize”. I cannot “rest on our laurels”. (p. 85)
10. My spiritual awakening is like a garden. When weeds grow in my garden, healthy plants are unable to grow. I **continue** to work Step Ten throughout each day. I “weed my garden” of selfishness, dishonesty, resentment and fear. I let my new Employer grow my spiritual life.
11. When I **continue** to work Step Ten each day, my new Employer helps me avoid *self-centered complacency*. I experience God-centered peace, serenity and *contentment*.
12. In Step Three, I “went to work” for my new Employer when I prayed for relief from my “bondage of self”. By Step Five, I felt that I was “walking hand in hand with the Spirit of the Universe”. Now, in Step Ten, I have entered the “world of the Spirit”. I wish to **continue** to be given more freedom from my “bondage of self”, to **continue** to walk “hand in hand with the Spirit of the Universe” in the “world of the Spirit”.

“How can I best serve [my new Employer]—[my new Employers] will (not mine) be done.” (p 85)

Next Time, Step Eleven: “Seek each day to know and do the will of my new Employer”.