

**“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.)

The A.A. Twelve Steps guide me into a healthy relationship with my “new Employer”.  
Steps Ten, Eleven and Twelve make my relationship with my new Employer *fulfilling*.

**Step Twelve.** “Having had a spiritual awakening as the result of these steps, we tried to carry this message to alcoholics, and to practice these principles in all our affairs.” (p. 60)

**AA’s “spiritual awakening” is my *relationship* with my “new Employer”:**

“... the way he established his relationship with God.” (p. 29)

“We had a new Employer. Being all powerful ...” (p. 63)

“... a new relationship with our Creator ... hand in hand with the Spirit ...” (p. 72, p. 75)

**“Having had a spiritual awakening” describes the *process* of the first eleven steps that result in my spiritual awakening—my new relationship with God. (Humility)**

“... the necessity of belief in and dependence upon God.” (p. xvi)

“I felt lifted up, as though the great clean wind ... blew through and through.” (p. 14)

“... to accept spiritual help ... vital spiritual experiences ...” (p. 25, p. 27)

“His defense must come from a Higher Power.” (p. 43)

“... doomed to an alcoholic death or to live on a spiritual basis ...” (p. 44)

“God either is, or He isn’t. What was our choice to be?” (p. 53)

“First of all, we had to quit playing God. It didn’t work.” (p. 62)

*Humility: “desire to seek and do God’s will ... to move out from ourselves toward others and toward God.” (AA’s Twelve Steps and Twelve Traditions, p. 72, p. 76)*

“God, I offer myself ... relieve me of the bondage of self ...” (p. 63)

“... God can remove whatever self-will has blocked you off from Him.” (p. 71)

“Grant me strength, as I go out from here, to do your bidding.” (p. 76)

“Our real purpose is to fit ourselves to be ... service to God ... and people ...” (p. 77)

“The spiritual life is not a theory. *We have to live it.*” (p. 83)

“... carry the vision of God’s will into all of our activities.” (p. 85)

“Thy will be done.” (p. 88)

“... ‘spiritual experience’ and ‘spiritual awakening’ ... the personality change sufficient to bring about recovery from alcoholism ...” (p. 567)

**“... we tried to carry this message to alcoholics ...” (Responsibility)**

*The message of hope we are responsible to try to carry in humility is the message of our own spiritual awakening. My spirit is awakened—but a Higher Spirit, my new Employer, does the awakening! We try to follow the directions and suggestions presented to us in Alcoholics Anonymous, Chapter 7, “Working with Others”, pp. 89-103.*

“... insure immunity from drinking as intensive work with other alcoholics.” (p. 89)

“Tell him exactly what happened to you. Stress the spiritual feature freely.” (p. 93)

“... to believe in a Power greater than himself ... live by spiritual principles.” “

“Both ... must walk day by day in the path of spiritual progress.” (p. 100)

*Plus this from “A Vision for You”, pp. 163-164:*

“... [this book] contains all you will need ... reliance is always upon [new Employer].”

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**“... and [tried] to practice these principles in all our affairs.”** (Hope)

**“Faith has to work twenty-four hours a day in and through us, or we perish.”** (p. 16)

*“In us”—enlarging our spiritual life each day with Steps Ten and Eleven.*

*“Through us”—trying to “carry this message” and “practice these principles”.*

**“A much more important demonstration of our principles lies before us in our respective homes, occupations and affairs.”** (p. 19)

*I learn how to “practice these principles” by trying to share the message of my spiritual awakening with other alcoholics in meetings, sponsorship and service work. But how do I do this in my marriage? We have a chapter for that—“**To Wives**”, pp. 104-121.*

**“... no situation is too difficult ... no unhappiness too great to be overcome.”** (p. 104)

*(Pp. 104 to 116 describe living in the problem, with the illness, of alcoholism.)*

**“The power of God goes deep ... adopt a spiritual way of life ...”** (p. 114)

**“... God ... can solve your problems, too.”** (p. 116)

**“Patience, tolerance, understanding and love ... live and let live ...”** (p. 118)

**“When resentful thoughts come try to pause and count your blessings.”** (p. 119)

**“... place the problem, along with everything else, in God’s hands.”** (p. 120)

*How am I supposed to learn how to “practice these [spiritual] principles” within my family? We have a chapter for that—“**The Family Afterward**”, pp. 122-135.*

**“... meet upon the common ground of tolerance, understanding and love.”** (p. 122)

**“... in God’s hands, the dark past is the greatest possession you have ...”** (p. 124)

**“... temper such talk by a spirit of love and tolerance.”** (p. 125)

**“... tolerance, love, and spiritual understanding ... spiritual progress ... show unselfishness and love ...”** (p. 127)

**“... consciousness of the power of God in our lives ... powerful spiritual experience ... who adopts a sane spiritual program ... practical use of it.”** (p. 130)

**“... capitalize [trouble] ... to demonstrate [new Employer] omnipotence.”** (p. 133)

*How am I supposed to learn how to “practice these [spiritual] principles” at work? We have a chapter for that—“**To Employers**”, pp. 136-150.*

**“We all had to place recovery above everything ...”** (p. 143)

**“... subject matter of this book: It contains full suggestions by which the employee may solve his problem ... it has worked with us.”** (pp. 143-144)

**“If he is conscientiously following the program ... he can go anywhere...”** (p. 147)

*My new Employer has given me spiritual principles by which to live. As I practice these in my marriage, my family and the workplace, I learn how to practice these principles in all my affairs.*

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**Observations about the Study.**

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.

**Observations on the Step Twelve Promise, “Having had a spiritual awakening ...”**

1. The first eleven steps produce an awakening of my inner spirit—but it is the Power of my new Employer, the Spirit of the Universe, that uses the steps to awaken my spirit. I *humbly* accept that God, not me alone, is *responsible* in large part for my spiritual awakening.
2. My spiritual awakening is centered on my relationship with my new Employer, the God of my understanding. My healthy spirit-based relationship with God gives me *hope* that healthy human relationships are possible for me.
3. My spiritual awakening is a gift from God that I am *responsible* to use in *humility* to try to help others find spiritual *hope*, not just “hoard” it for my own selfish ends.
4. My spirit awakens with the Power of the Spirit. My spirit continues to awaken each day. My relationship with my new Employer, God, grows. My relationship with others improves.

**Next Time: Humility, Responsibility and Hope in our new Employer’s “A Vision for You”.**