

Structure Committee Attachment 2

The Twelve Concepts of GreySheeters Anonymous

Concept I: Final responsibility and ultimate authority for GSA World Services should always reside in the collective conscience of our whole Fellowship.

Concept II: The World Service Conference of GSA has become, for nearly every practical purpose, the active voice and the effective conscience of our whole Society in its world affairs.

Concept III: To insure effective leadership, we should endow each element of GSA —the Conference, the World Services Board and its service corporations, staffs, committees, and executives—with a traditional "Right of Decision."

Concept IV: At all responsible levels, we ought to maintain a traditional "Right of Participation," allowing a voting representation in reasonable proportion to the responsibility that each must discharge.

Concept V: Throughout our structure, a traditional "Right of Appeal" ought to prevail, so that minority opinion will be heard and personal grievances receive careful consideration.

Concept VI: The Conference recognizes that the chief initiative and active responsibility in most world *Service Matters* should be exercised by the trustee members of the Conference acting as the World Services Board.

Concept VII: The Charter and Bylaws of the World Services Board are legal instruments, empowering the trustees to manage and conduct world service affairs. The Conference Charter is not a legal document; it relies upon tradition and the GSA purse for final effectiveness.

Concept VIII: The trustees are the principal planners and administrators of overall policy and finance. They have custodial oversight of the separately incorporated and constantly active services, exercising this through their ability to elect all the directors of these entities.

Concept IX: Good service leadership at all levels is indispensable for our future functioning and safety. Primary world service leadership, once exercised by the founders, must necessarily be assumed by the trustees.

Concept X: Every service responsibility should be matched by an equal service authority, with the scope of such authority well defined.

Concept XI: The trustees should always have the best possible committees, corporate service directors, executives, staffs, and consultants. Composition, qualifications, induction procedures, and rights and duties will always be matters of serious concern.

Concept XII: The Conference shall observe the spirit of GSA tradition, taking care that it never becomes the seat of perilous wealth or power; that sufficient operating funds and reserve be its

prudent financial principle; that it place none of its members in a position of unqualified authority over others; that it reach all important decisions by discussion, vote, and, whenever possible, by substantial unanimity; that its actions never be personally punitive nor an incitement to public controversy; that it never perform acts of government, and that, like the Fellowship it serves, it will always remain democratic in thought and action.

The Twelve Steps, Twelve Traditions and Twelve Concepts are reprinted with permission of Alcoholics Anonymous World Services, Inc. ("AAWS"). Permission to reprint the Steps, Traditions and Concepts does not mean that AAWS has reviewed or approved the contents of this website, or that A.A. necessarily agrees with the views expressed herein. A.A. is a program of recovery from alcoholism only - use of the Steps, Traditions and Concepts in connection with programs and activities which are patterned after A.A., but which address other problems, or in any other non-A.A. context, does not imply otherwise.

The Twelve Concepts of AA

Concept I: Final responsibility and ultimate authority for A.A. world services should always reside in the collective conscience of our whole Fellowship.

Concept II: The General Service Conference of A.A. has become, for nearly every practical purpose, the active voice and the effective conscience of our whole Society in its world affairs.

Concept III: To insure effective leadership, we should endow each element of A.A. —the Conference, the General Service Board and its service corporations, staffs, committees, and executives—with a traditional "Right of Decision."

Concept IV: At all responsible levels, we ought to maintain a traditional "Right of Participation," allowing a voting representation in reasonable proportion to the responsibility that each must discharge.

Concept V: Throughout our structure, a traditional "Right of Appeal" ought to prevail, so that minority opinion will be heard and personal grievances receive careful consideration.

Concept VI: The Conference recognizes that the chief initiative and active responsibility in most world *Service Matters* should be exercised by the trustee members of the Conference acting as the General Service Board.

Concept VII: The Charter and Bylaws of the General Service Board are legal instruments, empowering the trustees to manage and conduct world service affairs. The Conference Charter is not a legal document; it relies upon tradition and the A.A. purse for final effectiveness.

Concept VIII: The trustees are the principal planners and administrators of overall policy and finance. They have custodial oversight of the separately incorporated and constantly active services, exercising this through their ability to elect all the directors of these entities.

Concept IX: Good service leadership at all levels is indispensable for our future functioning and safety. Primary world service leadership, once exercised by the founders, must necessarily be assumed by the trustees.

Concept X: Every service responsibility should be matched by an equal service authority, with the scope of such authority well defined.

Concept XI: The trustees should always have the best possible committees, corporate service directors, executives, staffs, and consultants. Composition, qualifications, induction procedures, and rights and duties will always be matters of serious concern.

Concept XII: The Conference shall observe the spirit of A.A. tradition, taking care that it never becomes the seat of perilous wealth or power; that sufficient operating funds and reserve be its prudent financial principle; that it place none of its members in a position of unqualified authority over others; that it reach all important decisions by discussion, vote, and, whenever possible, by substantial unanimity; that its actions never be personally punitive nor an incitement to public controversy; that it never perform acts of government, and that, like the Society it serves, it will always remain democratic in thought and action.