**01 - Introduction to the ProsperiTeam Accountability Group**

What is a ProsperiTeam?

In the spring of 2010, a group of UA members came to the realization that they needed to expand their personal commitment to UA recovery, and be held more accountable. Therefore, they created the ProsperiTeam. A ProsperiTeam consists of anywhere from 3-7 UA members who are committed to one another for at least a year to hold each other accountable and to work as a team to heal from the disease of underearning. The ProsperiTeam goal is to support each member in creating a plan to achieve and maintain long term sustainable abstinence and recovery from underearning. They created a team definition of underearning recovery as well as individual definitions that define daily recovery. Below is the first ProsperiTeam’s group definition of recovery from underearning. Any group of 3 or more UA members may form a Team and may choose to use this as their group definition of recovery or create their own.

Please note that in these documents, we use the terms ‘recovery’ and ‘abstinence’ interchangeably. ‘Recovery’ connotes the positive actions we express to combat the disease of underearning. Some believe that the term ‘abstinence’ refers to abstaining from underearning behavior. In UA, we *are* refraining from certain character defects.

In actuality, we are seeking to accomplish *both* states of being.

“Recovery and/or abstinence from underearning is taking focused, effective actions to earn, and to refrain from behaviors that undermine those actions, while working towards and maintaining a sustainable income that supports a solvent and dignified life.”

The success of the group relies on having team members who resonate with one another. There can be a team for every UA member but not every UA member can fit into any given team. The purpose is not to exclude anyone, but rather to create and ensure the probability of success. This process demands a high level of accountability that can only be achieved if the things one is committing to are things that fit with God’s will for that UA member. Some UA members may not fit with a particular group, given a myriad of circumstances, dynamics and personalities. This is similar to the amount of care taken in seeking an appropriate sponsor, action partner or action team. As such, a ProsperiTeam is made up of a selected group of UA members, but just as in the case of an action meeting, it is not a UA meeting as defined by Tradition Three: “The only requirement for UA membership is a desire to stop underearning.”

A ProsperiTeam requires a time commitment of 4 hours per week (on average) along with a commitment to not incur any new unsecured debt, i.e., debt that is not collateralized with something of equal value. Committing to these requirements has resulted in the team members achieving the goal of healing from the disease of underearning and under-being one day at a time by achieving and maintaining long term recovery from underearning.

The original ProsperiTeam, in order to make these materials available to the UA membership at large, graciously assigned the copyrights for this creative process to Underearners Anonymous. All of the following materials are free for the personal recovery use of any UA member and include everything needed to start a ProsperiTeam.

The following is an overview of each of the documents that comprise the ProsperiTeam process. This set of documents can appear overwhelming, so we suggest spending a few 15 minute blocks of time reading through them.

Here, you will find a brief description of how each of the documents is used, during the life of a ProsperiTeam:

**01 - Introduction to the ProsperiTeam Accountability Group** (this is the document you are reading now!) It defines a ProsperiTeam, how the process came to fruition, and how it works as a system.

**02 - Guide for Building a ProsperiTeam** - This document describes the steps that an individual, and a Team will take to organize into a ProsperiTeam.

**03 - New Member Qualifications** - This document is used to help identify ProsperiTeam members

**04 - Invitation to Join a Team**- this is a Sample Letter (document) to send to prospective Team Members

**05 - Team Weekly Meeting Format** - Each week, the entire team meets for one hour to review specific issues, promote bonding, and to insure the continuity of the team, as a whole body. Each week, the team focuses on different objectives, including a monthly Team Business Meeting.

**06 - Team Business Meeting Format**-The purpose of the monthly Team Business Meeting document is to address logistics, schedules, membership changes, member roles (e.g., notetaker, time keeper, leader for future meetings, etc.).

**07 - Team Business Meeting Action Items** - This is a running record (spreadsheet) of the minutes for the monthly Team Business Meeting, e.g., decisions made, relevant events, members’ roles, and other business items affecting the entire team.

**08 - Personal Action Meeting Format -** This document is used by each Team Member for their weekly action meeting.

**09 - Personal Recovery Definition & Associated Actions-**This document offers an example of each Team member’s personal recovery and associated daily actions that synchronize with that definition.

**10 - Life Indicators for Personal Action Meeting** - This spreadsheet identifies each member's weekly targets for living a balanced life on a daily basis.

**11 - Individual Member’s Goals** - This spreadsheet contains a record of each member’s individual short and long term goals. It is reviewed during the personal action meeting once per month.

**12 - Huddle Inventory & Meeting Agenda** - This document describes a Huddle, which is a meeting during which ONE person receives focused support from the entire team. Each month, one person receives a Huddle during the **05 - Team Weekly Meeting**.

**13 - Team Scorecard and Instructions-** This spreadsheet holds finance/money information from each team member, so as to monitor individual and team performance on a daily, monthly and annual basis.

**14 - Resolving Conflict**--This document is used when two team members are in conflict with each other. The entire team participates in this process.

We are sharing our experience, strength and hope. This is what worked for us. Take what you like and leave the rest. We wish you the best in your recovery!!

Signed,

The ProsperiTeam