

**SPONSORSHIP PAMPHLET FIRST ROUGH DRAFT v0.01****1. Introduction**

We join the UA fellowship to find like-minded people with whom we can find abundance through the recovery community and working the Steps with the aim of achieving freedom from underearning and deprivation. This is accomplished one day at a time by replacing our old, unconscious, detrimental behavior with new skills and a new found connection with a higher power of our understanding. Our fellows aid us to develop new awareness. A Sponsor is a fellow who can help.

This literature is intended to help us safely and clearly explore what we want out of a Sponsor-Sponsee relationship that promotes our recovery. Sponsorship is the best way to introduce a newcomer to the program and the recovery process. Sponsorship is a confidential relationship between two program fellows sharing experience, strength, and hope, one as a guide for the other, within the 12-step principles and Traditions, and the other, with a measure of trust in what the Sponsor can share. Each should make every effort to remain aware of UA symptoms, and use UA Tools. The goal is to help support progress toward a personal Vision of abundance in an atmosphere of love, free of shame or judgment.

This pamphlet will cover topics that can help sponsorship proceed smoothly and help answer some FAQ. FAQ might include, what if your Sponsor suggests something that feels uncomfortable? What if a Sponsee wants the Sponsor to act as a therapist? How much structure is needed? What is the difference between spirituality and religion? Are there off-limit topics? What if a Sponsor feels their time is not being respected? What does progress look like? Do you feel that your sponsor is helping you gain clarity about your life? Are you seeing progress, and how would you judge that?

We will introduce how basic UA ideas might manifest in that relationship. It will cover guidelines for both the Sponsor and Sponsee to be respectful, and of service to each other, the fellowship, and to those still suffering in deprivation. It will help UA fellows articulate, and realize a vision for their lives based on program principles through the Sponsee-Sponsor relationship. A sponsor will have worked the steps ahead of us in program, and can share their experience, strength and hope with us. As with any 12-Step program, fellows struggle with addiction and isolation, in this case to some form of deprivation. Working the 12 Steps with a Sponsor can help us get out of the familiar patterns of behavior that led to that deprivation.

At the beginning, we may feel confused or fearful. Many of us come to UA with confused ideas about our own worth, and the power others hold in our lives. Most people in UA were not taught to seek healthy prosperity in our families of origin (FOO).

As a result, negotiating for what we need and want is challenging. In UA, we learn Tools to validate sanity and abundance for each other and ourselves in all aspects of our lives, resulting in receiving more of what we need and want. A sponsor helps us accept our feelings. The relationship should feel comfortable, with both partners free to talk openly and confidentially about their recovery work. A healthy sponsor-sponsee relationship gives us an opportunity to learn about our selves and our relationship with the world. It can support us as we recover. The service of sponsorship is the foundation for new behavior, and allows us to sustain recovery.

The Symptoms and Tools of UA outline the challenges that brought us to this program, and how we can change our behavior, such as, time management and negotiating for needs. The Sponsee-Sponsor connection is a spiritual relationship, in which we acknowledge our addiction to deprivation and surrender to a Power greater than ourselves so that it may bring us to sanity. This relationship will evolve and change with growth. Spiritually, the goal is to achieve a point of surrender to abundance, sanity and serenity.

#### ***How does sponsorship help the newcomer?***

For the newcomer the sponsor offers some guidance and support. The Sponsee should understand that help comes from working the Steps, not the personalities. When doubts, questions, or problems linked to underearning arise, the Sponsor can act as a sympathetic listener, and share their own program wisdom.

#### ***How should a sponsor be chosen?***

The process of matching newcomer and sponsor is informal.

If you are asking for a sponsor, try to choose someone who seems to be living in their Vision, happy, joyous and free. If your first choice is not available, it is important to keep asking till you find the right person. You should feel free to ask questions. Both sponsor and sponsee need to feel they can be honest and open with each other. If you are asked to be a sponsor, whether or not you can help, it is important to recognize that asking took courage, and to kindly thank the person for the gift of the request.

#### ***What are some things Sponsors may or may not do?***

- Sponsors may help the newcomer achieve abundance and live in her vision through U.A.
- They may share their experiences of what U.A. has meant in their lives.
- They may encourage attendance at a variety of U.A. meetings so the newcomer can get a number of viewpoints and interpretations of the U.A. program.
- They may suggest keeping an open mind about U.A. if the newcomers aren't sure at first whether they qualify as underearners.
- They may introduce newcomers to other members to welcome them into the UA community.
- They may be sure that newcomers are aware of U.A. and AA literature: the Big Book,

*Twelve Steps and Twelve Traditions* and suitable pamphlets.

- They may be available to discuss special problems.
- They may cover the meaning of the Twelve Steps and emphasize their importance.
- They may encourage newcomers to engage in service.
- They may not take the newcomers' inventory unless asked.
- They may not impose personal opinions about spiritual matters on newcomers. A good sponsor who is an atheist, for example, does not try to persuade a religious newcomer to abandon faith in religion, nor does a religious sponsor press those views on an agnostic newcomer.

- Support from sponsors in working the Steps and Tools can lead UAs to find guidance from HP, based on their personal interpretations of that concept, to accept their powerlessness over underearning and deprivation, and to discover the strength of a new capacity for honesty and humility. For many of us, that process is what leads to abundance.
- They may not pretend to know all the answers, and do not keep up a pretense of being right all the time.
- They may not offer professional services such as those provided by counselors, the legal, medical or social work communities, but may suggest such professional help if needed.

The sponsor is encouraged to emphasize at all times, that it is the U.A. program, not the sponsor's personality or position that leads to recovery. Thus the newcomer learns to rely on the program principles, not personalities. Our sponsors provide us with examples of recovery; with this guidance, and other Tools of UA, such as Action groups, Sponsees make their own decisions. A Sponsor well-grounded in the U.A. program should not be offended if the newcomer goes to other members for additional guidance or even decides to change sponsors, but if the relationship ends, it should be with respect and love on both sides.

Our sponsors have preceded us in the program, offering their honesty, openness and willingness to the best of their ability, at every stage of recovery. Each sponsee and sponsor pair negotiates their own guidelines within the parameters described here. Sponsorship can take place in various ways, from meeting face-to-face to working long-distance through emails and phone calls. Some sponsors provide more structure, while others recommend self-direction. In all cases, establishing healthy, honest boundaries is useful within the relationship, inside the rooms and in the world.

#### **b. To the newcomer**

Welcome! We understand as others may not, that you might feel shame, anxiety or confusion about how you came to the point where you needed this support. If this is your first program, all the new ideas may seem bewildering. We urge you to take your time. Having a sponsor is important, but following Good Orderly Direction (GOD) is even more important. Once you are ready to ask a sponsor to work with you, you will be taking a very critical first step in UA: asking for help from someone else.

If you have visited our website, you may have had time to review the symptoms. Although it might be easy to identify with the symptoms, you might be puzzled by some of the Tools. You might ask, why do I need to track my time? In working my Steps, why should I explore my most painful secrets about earning money with others? Do I have to look at what I've done wrong, when what others have done to me is so much more egregious? It may be shocking to consider that we might be creating many of the difficulties we encounter. The role of a Sponsor in your program work is to help reduce that shame and confusion, and lead you to a path that is more fulfilling.

Many Sponsors start a Sponsee on the Steps, but then progress to the Traditions, and Tools. The Traditions encourage anonymity and confidentiality as a foundation for the trust that nurtures all recovery. As we come to find both the willingness to trust another person with our stories and share honestly about experience, strength and hope, talk about surrender to a HP will make more sense. This will be the template for achieving abundance in the other relationships in our lives.

Our UA sponsors can offer the gifts of understanding, compassion, listening, and insight. Sponsors can provide continuity, and focus for the sponsees' recovery journey. By working the Steps in UA, sponsees can understand how symptoms, such as isolation, misplaced guilt or shame, and character defects (in Step 4-6) such as self-centeredness, or resentment, can lead to underearning. This is a relationship of peers who are using UA recovery Tools.

UA is a program of Action at every stage of recovery. If a newcomer seems reluctant to work the Steps, or accept the Tools of the program, this is an opportunity for the Sponsor to patiently explain the value. The sponsor can ask: "Is there anything else you'd like to try?" There may be times, however, when reluctance reflects the UA symptom of putting things off that may realize our Vision. In that case, the Sponsee may be resisting change, and a frank conversation about that possibility may be useful.

Sponsors can clarify what a Sponsee may need to focus on, and be compassionate about mistakes. They can support our efforts toward finding "sanity and consistency" in our earning lives, ultimately leading towards greater visibility and a more vital participation in life. Developing a personal Vision can be an important part of that process. As UA's, we can be vague about this essential element of our lives. Our sponsors help us to clarify a Vision as part of our healing process and guide our work with the UA Tools to help us identify goals and skills to define and realize that Vision.

### **c. To Sponsors and Sponsees coming in from other programs**

If a fellow is already familiar with program tools, it is important to spend time

understanding how UA differs from those other programs. The isolation Underearners experience and the dire consequences of Underearning are unlike those of other diseases and manifest differently in each person. They all link to avoiding efforts to bring prosperity based on healthy relationships into our lives. Our character defects (CDFS), as UA fellows, will manifest in unique ways, and require different skills to overcome those CDFS. Recovery is three-fold: spiritual, physical and emotional. It can first manifest as financial abundance, or simple gratitude and serenity.

- **Sponsoring a more experienced fellow-** Sponsoring a more experienced UA differs from working with a newcomer. Even though in both cases the ground rules must be based on mutual respect, some basic ideas will seem familiar. Other ideas may be more difficult.

#### **d. Why do we need a Sponsor? 'Why we can't do it alone'**

Anyone in program is dealing with addiction, either directly or second hand. There is nothing more isolating than wrestling with addictive behavior, and if we manifest the UA symptoms, it is impossible to achieve sane Visibility without coming to terms with our tendencies to isolate. We might find temporary relief from misery in addiction by isolating, but at an unconscionable price. We can be stuck in a cycle that keeps us disappointed, feeling defeated, fearful, resentful, and ashamed. As addicts, isolation can feel familiar or even comfortable. Reaching out of our isolation to another person is an important step towards our recovery.

Isolating can mask feelings that are obstacles to recovery, such as resentment or shame, or self-centered behavior. Our sponsors can help us to move toward a "right-sized" sense of place in our community, with healthy self-esteem. With our sponsors, we discover the paradox that there is strength in vulnerability, that we can learn to trust people within the program, and eventually outside of it.

UA meetings, Action Groups and work with our sponsors move us toward spiritual growth. Our fellows in the program become "instruments of a higher power," helping us attain recovery grounded in spiritual growth and faith in the future.

We need sponsors to break our isolation by:

1. Reaching out to and bringing us into reality when we are lost in insanity and deprivation.
2. Guiding us in towards a strong spiritual contact and understanding of our HP (Step 11)
3. Taking us gently but firmly through the Steps, something we cannot do alone.
4. Providing a close and trusting relationship in recovery
5. Being a template for recovered ways of thinking and for dealing and negotiating with life along spiritual guidelines.

- **The Sponsee/Sponsor relationship** requires reaching out and opening up to someone. Those of us who have become accustomed to "going it alone," may have deep trust issues. Here are a few guidelines about starting the working:
  - **Regularity**-Call your sponsor - regularly. Try to work out a time that is convenient for you both.
  - **Honesty**-Be honest, direct, and compassionate with your sponsor. Remember that your sponsor is only a human being, and is prone to mistakes. If you can communicate your feelings, what is working and what's not, etc. it will help both of you.
  - **Structure**-Try to work on tasks or objective assignments. Open-ended discussions and talking are essential, but a pre-defined program of working the steps will take you on a journey that is very likely to produce that which we all desire: Serenity and Spiritual Connection.
  - **Schedule**-Develop regular meetings with your sponsor in person - once per week is great; once a month when things are stable is good, too. Make these informal gatherings part of your regular schedule.

#### **e. Why do Sponsorship service, and what is service?**

Service is actions we take that benefit others. Sponsorship is the most fundamental form of service to the program, when we have achieved and want to sustain a measure of recovery. We do service to keep for ourselves what we have so generously been given, by helping those who still suffer. Both Sponsor and Sponsee gain a perspective on themselves that would not be possible without the other, each seeing new growth and accomplishment. Service is how UA fellows help each other learn to participate in life with joy, sanity, freedom and a sense of community. The Traditions detail how to apply the principle of service in all our relationships.

## **2. The Sponsor/Sponsee Relationship**

### **a. Coming to decide you need a Sponsor or a Sponsee; the act of surrender to the UA program, an HP (not to another person) and the safety of a sane structure for that surrender:**

When we first come into UA, we notice how our symptoms, such as idea deflection or exertion/exhaustion, have become automatic and ingrained. This is when we encounter the first step> that our lives have become unmanageable. Our familiar habits can prevent us from growing and changing so we can accept the abundance life has to offer.

As we attend meetings, we may notice a new feelings, and a desire to ask for help for the first time. The simple awareness that we are ready for outside guidance, and the feeling of being motivated to ask for it can be powerful. This can lead to a turning point

in our recovery. We are then ready to seek a sponsor.

The willingness to act on our own behalf is valuable whether the individual we ask to sponsor us is available or not. It connects us to others, to the program, and to a HP. It can be uncomfortable to ask for help; as would any new behavior would be. But it also creates an opening for joy and possibilities that might have been impossible just the day before. This is one reason program people refer to Good Orderly Direction (GOD). It reflects faith that life can be better. We are not stuck. Asking connects us to the second and third steps; that we accept there may be a power greater than ourselves, and that we are willing to turn our will over to for new found guidance. We can take an action and let go of the result. This is what we mean by surrender. However, for many of us, surrender evokes memories of trust abused.

Surrender is often confused with giving up responsibilities or submitting to someone else's control. In program, our surrender is always to trust in something greater than ourselves, not to another human being. This can be a traditional god of our understanding, the 12 step rooms, the beauty and wonder of nature or an inner source of calm and wisdom. The guidance of a sponsor can be invaluable in helping us define what that means to us.

If you are approached to be a sponsor, a kind and loving attitude, even if you must say no, may be a measure of your own recovery. It is very hard for the newcomer to keep asking if they get more than one no. It can evoke feelings of rejection, exclusion, and disappointment. It is equally important for a fellow to be honest with themselves about a possible commitment: do I have time for this person? Is this person someone you can work with? There may be many reasons it may not work, and you are entitled to say no, but please remember what it felt like to be a newcomer in need. Thank them and congratulate them for taking this step towards their recovery.

When two people are trying out a new relationship and new behavior it can be challenging. So it's important that both Sponsor and Sponsee bring patience and compassion to the relationship. Both may be feeling vulnerable by the work they are embarking on. It is a significant commitment for both parties. It is very important for a Sponsee to feel safe with their Sponsor, that they won't be judged or shamed. Sponsors need to be mindful of our Sponsees progress and acknowledge it at regular intervals over time. On those occasions, the continuity of the relationship allows both to track progress, affirm small accomplishments, and take responsibility for errors without being punitive or dismissive.

It is equally important for a Sponsor to feel their time and attention is valued. The Sponsee is responsible to be open to suggestions, to try to fulfill commitments, and to discuss, if they can, the underlying reasons if they are not able to fulfill a commitment. Sometimes the trust and knowledge that arises from looking at what IS (rather than

what we hoped or planned for) can be enormously valuable for both parties. It can effect deep change, and build mutual trust.

**b. Beyond service: the Benefits of Sponsorship, for Sponsors, Sponsees:**

The relationship can be beneficial to both partners and offer growth.

Sponsors may find that they face the challenge of keeping healthy separations between their own symptoms and the Sponsee's, such as control or judgementalism. Staying neutral, listening and sharing experience, strength and hope are important ways they can help their Sponsees to recover from underearning. Sponsors can help the Sponsee learn flexibility and healthy boundaries, and compassion and patience. A Sponsor may also struggle to set appropriate boundaries, for example on time, or the role they may feel pressured to fill, such as friendship or financial guidance

The Sponsor/ Sponsee relationship requires both parties to work through feelings of vulnerability, need, even despair, to come to joy and freedom. For both, it may require becoming an adult, and accountable to someone else. A Sponsor must apply patience and compassion as they guide the Sponsee, who may be in great pain, through the Steps. When a Sponsor shares their stories, they are demonstrating to the Sponsee, how to apply program skills from Step work, Traditions and the Tools, to solve everyday problems.

An important thing to remember is that our Sponsors provide an example of recovery; with this guidance Sponsees make their own decisions along the way to:

- Understand his or her Vision, and own it as something real and valid.
- Be a consistent bridge to the fellowship through sharing suggestions, and experience, strength and hope, the sponsor offers a way to separate from the insanity and isolation of underearning.
- Learn accountability with another and in the larger world.
- Work through disagreements and disappointments. In this way the Sponsor and Sponsee will both develop their capacities to negotiate in their evolving relationship and transfer these benefits into relationships in the world outside the fellowship.
- Accept imperfection. Imperfections is not an avoidable fault unique to our own life's choices. Work in the fellowship, particularly with our sponsors helps us to understand, and more importantly accept that only (a) God is perfect.

We often say in program, that you can't keep what you don't pass on. Working with Sponsees requires us to strengthen our own program, as we share our experience, strength and hope. It reminds us of all the stages of our own recovery As we move through the steps with our Sponsees, we deepen our capacity for humility, compassion and generosity. We cultivate a spirit of gratitude to our HP for this opportunity to be of service, and remind ourselves of our own recovery work. There will be many times when

a Sponsee needs encouragement, or to be reminded to take time for self-care and to celebrate small accomplishments. When we give that to our Sponsees, it also serves to remind ourselves, not to become caught up in exertion exhaustion. As a Sponsee recovers, it is a source of great pride and joy to observe that transformation, from hopelessness, to excitement and satisfaction about their lives, whatever may come.

### c. Validation:

Progress may be a push pull between the Sponsee and the Sponsor. The Sponsee's pace determines the process of recovery, which is sometimes described as taking place "in God's time," but there will be times when a Sponsor may need to remind the Sponsee to complete work. It is a UA symptom not to finish tasks. When the Sponsee sees recovery it can be the most meaningful form of validation for both parties in the sponsorship relationship. The Sponsor cannot heal the Sponsee, but in providing the indispensable gift of listening while the Sponsee tells his story, and sharing honestly, healing occurs. Seeing the growth that results is the validation for both of their efforts.

Sponsorship helps us get centered in self-validation, as distinct from self-centeredness. It encourages us to let go of the unreasonable demands we may place upon ourselves and others and to understand the futility of such demands. Validation lies within us, which may also be where our HP dwells. With the help of our Sponsor we become able to fill the "god sized hole." Same old me, only now it's me through HP's eyes and my recovered eyes. The focus on a power greater than ourselves supersedes a focus upon materialism, or the external factors, that some call the ego, and the urge to control. The slogan Easing God Out (EGO) may remind us that we are in a partnership with life beyond ourselves.

- The gift of community offered by the Sponsor is reciprocated by the Sponsee. Each gains a perspective on himself, and an experience of growth impossible without the other.

## 3. What is a Sponsor: Learning structure, Emotional sobriety and Relational Sanity

### a. What is spiritual about the sponsor/sponsee relationship?

- **Reciprocity of recovery**-HP works in ways we often find surprising. The spirit of a higher power guiding us to the next right step will come through in the work together.
- **The courage to ask**-Sponsorship helps us negotiate our needs in a spirit of service.

- **Responsibility to the fellowship-** In taking on a Sponsee, the Sponsor accepts a responsibility to the whole group. Recovery carries the UA message.
- **Recovery comes from the fellowship as a whole-** For the Sponsee, it's important to consider their Sponsor in the context of the fellowship, guided by the Traditions. When we say "Take what you like and leave the rest," we mean that the newcomer will want to be open to learning different things from every aspect of the program, but rely on their own intuition, which may be the voice of their HP, for final decisions.
- **Growing an understanding of abundance-**As we spend time in the program, working steps, attending meetings, using the tools, we learn that recovery is broader than we thought. We evolve formerly fixed ideas. We find that abundance is greater than material success.
- **Channeling HP-**Through their service, our Sponsors provide us with a conduit to HP, forming a bridge for us to connect to what life is, within the principles of the 12 Steps. HP's "voice" can come through both Sponsor and Sponsee. It's common for a Sponsee's insight to aid the Sponsor just as much as the Sponsor's help the Sponsee. This reciprocity requires a generous and humble spirit in both.

**b. What about UA symptoms and needs makes the UA Sponsorship unique?**

- **Attaining what we need-**What distinguishes the UA fellowship is that the disease of underearning relates to an inability to obtain what one needs in life and to money specifically.
- **Allowing abundance in-**Letting go of a substance, for instance, is different from Letting go and letting money/abundance in. Surrender in UA can be said to encompass letting go of deprivation and allowing the natural abundance of the world into our lives.
- **Polish here, shine there-**Sometimes UA's share that they discover an unexpected correlation between taking actions in one area of their lives and seeing results in another. They use the phrase "polish here and shine there." It's an example of how a person's HP enters her life in ways she might never have foreseen.
- **Having special empathy-**The problems specific to UA, as in any program, can feel deeply frustrating and shaming. Other underearners can understand the pain of living in deprivation in all three levels of our recovery work: emotional, physical and spiritual, as others cannot. A sponsor who has worked the steps themselves, knows the details of what it means to face the symptoms, use the tools, and work the steps as an underearner. As with all 12-step groups, what is felt experience in one fellowship, can be irrelevant in another. That allows the sponsor to have empathy, and suggest appropriate actions towards recovery.
- **Connecting to recovery through another sufferer-**a sponsor is the way that the UA program becomes personalized. If the newcomer goes to meetings, reads the literature, uses the fellowship, there is a certain limitation that is inherent. When a person takes the step of becoming

vulnerable with another person in the program, there is a depth that evolves that is virtually indescribable. The program comes to life in a way that it simply couldn't without that intimate, personal, human connection.

**c. How does UA sponsorship differ from therapy, friendship or professional guidance?**

- **Collective support and wisdom**-In 12 Step fellowship we begin to understand that we cannot grow alone, but the manner in which this takes place is very different from private talks with a professional, therapist or a friend. In the first case of professionals, attending meetings and sharing our experience, strength and hope with a group of fellows is far more public than doing so in a private room with one person. In the second case, we can rarely expect our friends to have the capacity to set their own needs aside to the degree necessary in the way our fellows are willing to do, or be able to know what can save us from Underearning. Although the one-on-one relationship of Sponsor and Sponsee shares some similarities with either model, it takes place within the context of participation in the fellowship as a whole. It is not in isolation, and does share a common Vision for recovery. The unique power of collective wisdom comes into play.
- **Principles before personalities**-A friendship provides unconditional warmth, companionship, and mirroring. Although many Sponsor-Sponsee relationships can become, or have elements of a friendship, or a spiritual bond, the program makes clear distinctions between principles and personalities, and emphasizes anonymity.
- **Recovering together**-In business management, and coaching, one person is considered an expert, and the other is given tasks to perform, without any connection to a spiritual baseline, with the simple goal of cash and prizes. In the Sponsor-Sponsee relationship, the sponsor is just another person in a complex process of recovery, with many dimensions of abundance besides material success, who is further down a common spiritual path.

**d. How do definitions of abundance or deprivation determine what to look for in a sponsor?**

- **Serenity and abundance**-At every meeting we recite a prayer to invoke our HP to bring us serenity, acceptance and wisdom. Although we may feel and actually be, materially deprived, we come to understand that our disease is fundamentally spiritual. Our original concepts about money and the world can become more flexible. Money may be just one element of many that we lack.
- **Guiding a UA toward hope**-Definitions of abundance and deprivation are core ideas in UA. A Sponsor should inspire a Sponsee to see how their lives could have

hope, to achieve their visions and goals for themselves. The contrast between a beginner's desire for recovery, and a more seasoned person's experience of abundance is that many come into UA with a focus on material success. And though we all know material well-being and financial stability are an important part of a prosperity, they are not more important than the spiritual, creative and emotional richness we begin to allow into our lives.

**e. What happens if those definitions change over time?**

- **Growth**-Our ideas of deprivation and abundance SHOULD change over time and would represent growth. That is the aim of our fellowship. As we become freer to shed a sense of our own deprivation, we start to see abundance everywhere in the world. As our perspective shifts, we learn that we CAN have what we need at any stage of our recovery.

**f. Sample Questions to ask of a potential Sponsor:**

**Do they have what I want? (an abundant life, recovery)**

- **Spiritual basis of abundance**-Certainly we seek sponsors who manifest a certain amount of recovery, both spiritual and financial. It's important to bear in mind that prosperity is only part of the recovery. A sponsor's abundant funds in the absence of a spiritual grounding may signal that there aren't sufficient available resources to help a newcomer obtain what she seeks. The capacity to focus on the spiritual first and allow prosperity to follow is a quality that indicates real recovery in UA.
- **Using our instincts**-We can ask ourselves, "What do my instincts say about this person?"  
What if you have a hard time tapping into your instincts? It's very possible that a particular UA will have trouble discerning between old habits of seeking inappropriate relationships and her own internal healthy intuitive response. In such a case, one course of action would be to continue working the program, and begin to work with the new sponsor. Over time, with increasing insight, he or she can begin to understand if their choice has been a good one, and to act accordingly.
- **Mutual affinity and timing**- At times a qualified UA will find that she is drawn to a newcomer for any number of reasons. She may offer to meet for a cup of coffee in fellowship to get to know the prospective Sponsee better. The decision to work together may not occur right away, but in time, when the sponsee is ready, they may discuss opening up this branch of their relationship.
- **Openness and willingness**- Is the other person open? Will this person accept me, and be willing to listen? Am I ready to learn in with an open spirit of humility?
- **Acceptance and tolerance**-We will find grey areas in the relationship, but does it feel safe? At times we will know that the Sponsor is reacting not to what we have shared, but to something unrelated or historical in his or her life.

Sometimes we will hear a Sponsee share about an action that seems to have caused undue harm to another person. Sometimes, we find that we must call upon a capacity to accept things we don't like at all, and then we start to realize that we have expanded our capacities to tolerate things we don't like in the larger world. In so doing we add to our ability to negotiate for the things we need in our lives.

#### **Are we compatible?**

- **Ground rules**-No relationship comes into being fully formed. Both the prospective Sponsor and the Sponsee need to assess their own needs about how to structure the relationship. Where is the a balance? This can be an essential question. But often, it will be worked out over time.
- **Compatibility**-The attraction between prospective sponsor and sponsee is likely to be based on things like identification, interest or admiration on both sides. A basic simpatico will be needed for the relationship to grow and continue. An absence of compatibility is likely to lead to a dead end. But close friendship is not the goal. That could be it's own distraction and interfere with the opportunity, especially if relationships from our past have been difficult. If we confuse our "program" relationship with a new bond of intimacy, or dependency, we could lose the very special support we have to offer each other. The slogan Principles above Personalities is a big help when we confuse our past for our present.

#### **How to learn their style of sponsorship?**

- **Developing the relationship**-The proof, they say, is in the pudding. No Sponsor will know exactly what her Sponsee needs at the outset of the work together. Over time she will start to understand and act according to what she learns. No Sponsee will see deeply into the motivations of his sponsor right away, but he can start the sharing and see how he responds. At the beginning of the relationship, each party can discuss their expectations. Establishing ground rules provides a useful challenge at the start of the relationship for each party to learn about the other and to adapt accordingly.

#### **Defining what is safe?**

- **Safety, instinct, interaction**-A Sponsee is entitled to expect that the relationship with the sponsor will be respectful, honest and committed. The sharing UA's offer during meetings and the practice of fellowship afterward allow us to get a clear sense about whether a prospective Sponsor will provide those qualities.
- **The usefulness of character defects**-The Sponsor's path toward self-awareness helps him to understand his own character defects, which in turn allows him to remain mindful and set them aside, whether with Sponsees or anyone else. Step writing can be the entry point to negotiate safe boundaries.
- **A relationship of equals**-Both parties keep in mind that theirs is a relationship between equals. This helps them to avoid the sense that the sponsor might "save" the Sponsee or that the Sponsee must comply with every suggestion the Sponsor makes.

- **Lending or intervening**-Occasionally the thought of a Sponsor lending money to a Sponsee or intervening with a work situation may come up. Both parties will benefit from keeping their relationship separate and protected from the outside world. The capacity to provide sanctuary from life's challenges is a greater benefit than any solution to a temporary problem.
- **Flexibility**-Healthy relationships include a give and take, with each party understanding the basic needs and limits of the other. When we keep in mind the foundation of equality underlying the Sponsor/Sponsee relationship, we accept that sometimes we don't get what we want at a given moment, but that the relationship continues and is valued by each. We can take the trust we develop through this acceptance and carry it out into interactions with people outside of UA as we start to seek what we need from life.
- **Being clear about limits**-There will be times when a Sponsor must say, "this is out of my area of expertise." That can mean another fellowship could be helpful, or that the issues are too deep for a layperson to address. It is important for a Sponsor to be clear and honest about their limits.

**Do we have similar definitions of abundance or deprivation in our values and goals?**

- **Affinity**-This vital question will be answered more and more over time. The beginnings of understanding whether compatibility exists will take place during UA meetings in which the prospective Sponsor and Sponsee listen to each others' shares. Certain fellows will offer observations that ring true. There will be an attraction of like minds which will result in conversation outside of the meeting. This is a great way to start to confirm whether a Sponsor/Sponsee relationship will work between two fellows.

**How to learn more about why a sponsor will emphasize certain issues?**

- **The usefulness of character defects**-By taking a searching and fearless moral inventory and turning it over to another human being, a sponsor has done the work of understanding her own character defects and is in a better position to remain mindful of them than before undertaking those tasks. As the Sponsee starts along the same path, the Sponsor will share her experience, strength and hope. Her experience in particular will start to illustrate why she emphasizes certain issues. She will well understand just how they have impacted her own history of underearning and the Sponsee will begin to apply a similar awareness to her own recovery.
- **Building a relationship based on common goals**-(this feels relevant to the above considerations) Often, a newcomer feels most at ease with a Sponsor of similar background, gender or interests. However, many UAs say they were greatly helped by Sponsors totally unlike themselves. Maybe that's because their attention was then focused on the *most important* things that any Sponsor and newcomer have in common: underearning and recovery in UA.
- **Avoiding a pitfall**- UA experience does suggest that it is best for men to sponsor

men, women to sponsor women. This custom usually helps our members stay focused on the UA program. Some gay men and lesbians feel an opposite-sex sponsor is more appropriate for similar reasons.

- **Learning to meet our own needs**-Sponsors cannot make the UA program work for others. Each of us, Sponsor and Sponsored alike, must apply the UA Steps, principles, and practices ourselves. Even the most dedicated Sponsor cannot be available all the time. It is important to remember that a Sponsor is only one of the many voices in UA. If help is not available in the first place we look, it is our responsibility to reach out to other members. Our needs are important. As adults, it is up to us to make sure they are met.

#### ADDITIONAL THOUGHTS

- **Deprivation/abundance**-How to look at abundance and why abundance relates to UA thinking-UA thinking often involves a sense of deprivation in many areas of our lives, not just in terms of finances. We fear relationships with certain people, hold onto useless possessions for fear of missing them in the future, choose to remain alone when we know we would be more content in a social context. Through the fellowship, we allow ourselves to perceive abundance in the world, the beauty of a spring day, the companionship of a friend, even the presence of opportunity for appropriate earning. In the course of our recovery we learn we can bring any of those things into our lives and start to see that even we ourselves can obtain abundance.
- **Attaining awareness through the relationship**-Many fellows in UA have time issues that contribute to keeping us in deprivation. Therefore, a source to learn sane structure can be in checking how the symptoms of our dis-ease are reflected in our sponsor-sponsee relationships. Does the sponsee call on time, or ask for more time than was agreed upon? How does the sponsor deal with unreasonable time demands? Does the sponsor realistically plan to give each sponsee reasonable time? Is the sponsee open to suggestions, for example, about how to work the steps, or do they need to argue or deflect new ideas? As sponsors, do we take on more than we can handle, trying to prove our willingness, and then fail our sponsees out of exertion exhaustion? Do we have realistic expectations of each other, and can we negotiate differences without withdrawing at the first conflict?
- **The meaning of time indifference**-Living itself is a life and death matter. We are all mortal, but many UA's face a particular dilemma with respect to this fact: time indifference. The postponement of asking for what she needs implies an acceptance of things as they are. ~~It is a peculiar quality of addiction that the person who suffers from this disease cannot see that the sooner HP is brought into the picture, the greater her time remaining on earth can be spent in recovery.~~
- **Extending serenity into our relationships**-The twelfth symptom of UA is stability boredom; making unnecessary conflicts with our coworkers. That is a problem of how we conduct our relationships. In our relationship with a UA sponsor, and as

sponsors in relation to our sponsees, we can learn skills to embrace serenity in all our relationships, compassion for those still suffering, and gratitude and generosity for our fellows, peers and personal relationships.

- **Utilizing our Step work**-It is not unusual for our character defects to arise in these relationships. If they do, it is an opportunity to exercise our step work, practicing program principles in all our affairs. If we are painstaking in our work, we can apply our lessons to all our goals, and enjoy abundance in every aspect of our lives.
- **It is important to remember that our Program work is not confined to the Sponsee-Sponsor relationship.**  
When our sponsors are unavailable, we can reach out with the phone, read literature and attend meetings.

## 4. Working through the Steps

### a. Why do we work the Steps?

- **Clearing out the past**-The process of working the Steps requires us to face our list of defects, but we find that having faced them they no longer hold the power over us they once did. We find that by going through the Steps we can also write a list of assets, which we realize could not have been possible beforehand.
- **How this works**-Over time we find that writing the Steps, listening to our sponsor's experience strength and hope and, perhaps most importantly, staying open to being heard by a trusted fellow bring enormous change into our lives. The sponsee works the Steps to attain recovery. The sponsor's presence in this process makes the recovery powerful in a way that could not have been achieved in isolation. The sponsor will offer help through sharing suggestions and thoughts, but it's important for both to understand that the sponsee will make her own decisions about how to act in the world outside of the fellowship.
- **Our goals**-We work the steps to bring sanity and serenity into our lives, to effect a transformation from misery and deprivation, to joy and abundance.

### b. UA is a 12 Step program, a spiritual path that leads to abundance. (How do qualities like clarity and visibility emerge from working the Steps?)

- What is the definition of the word "spiritual"?
- **The use of Step 11**-Through her experience in the fellowship, a sponsor may recommend that the sponsee pray and meditate as preparation for their discussions, and to set aside some time afterward for reflection on the insights that result.
- **Guidance**-Newcomers, burdened by years of guilt and shame, can have a tendency to over-emphasize their roles in events that result in resentment. They may feel that they have to make amends as soon as possible, often well before

they are truly ready. Because the path through the Steps reveals so much that has been long hidden, the sponsor's guidance with amends is critical in helping the sponsee assess the true nature of her wrongs, before she makes amends that are unnecessary or even harmful.

- **The role of vision-** The UA fellowship emphasizes work on our unique visions for our lives. At first we might not understand why this might be. Over time, taking this wisdom on faith, we begin to see our vision is the means to a way to honor our true self and move down the path of recovery.

**Needs more specificity about the Steps.**

- **“Showing up” for ourselves-**Clarity and visibility are two prominent themes in UA work. Underearners often choose to stay in vagueness, to avoid becoming visible. This is sometimes called, “staying in the cave.” Visibility can evoke early fears of victimization, due to experiences like competition, and abuse. Often, underearners choose to be invisible, because becoming visible also requires us to do our homework, to be professional, to show up prepared, and this can require more humility and work than we want to take responsibility for, or sometimes feel adequate to. It is critical for the sponsor to be sensitive to the complex possible motivations for vagueness and invisibility in each sponsee, and address those tendencies with kindness, insight and patience. As with action groups, the sponsor can help the sponsee identify manageable goals, and work towards achieving them, based on program principles and tools.

**c. How does that differ from jobs training or networking to get business? (Separating our disease (insanity) and deprivation from sanity and abundance)**

- As with coaching, jobs training is task- and skills-oriented, disassociated from our spiritual well-being or sanity. Networking allows us to practice healthy professional interactions, to advance our vision and goals, but doesn't require us to consider our character defects, or make personal amends to clean our side of the street.
- **A bridge to the world outside of the fellowship-**While developing relationships within the fellowship may appear to be similar to networking, there are thoughts and feelings shared within the program that could seem inappropriate if discussed outside. However, the freedom to speak honestly that we develop as we continue to attend meetings and work with our sponsors will translate into a greater confidence with almost anyone we may encounter outside of program. Fellowship assists us to develop tools that help us with jobs and networking.

**d. If we've worked the steps in other programs, why would we need to do that again in UA?**

- **Using the Steps to connect to the tools** The symptoms of UA outline issues that are unique to the disease of UA. In working the steps in UA, we connect the ways in which our symptoms can be addressed with the UA tools now available to us. For example, when we work Step One,

“that our lives have become unmanageable”, the list of symptoms remind us how our inability to manage time, feelings of shame, and challenges with relationships are connected to the character defects we detail and surrender in Steps Four through Nine. That work is accomplished in large part by combining the use of UA tools, with our progress through the Steps. When we learn to record our time, we quickly see how we are led to clarity and visibility. As we work on our CDFS (character defects?), we can see how and why we have remained in deprivation. In working Step Ten, we see on a daily basis, how we have a choice to continue to sabotage our abundance or to find serenity in our daily lives.

**e. Are there deadlines to work thru the steps in UA?**

- **Working on HP's time**-Without or even with a sponsor, no one really knows how recovery works. Whatever happens, it doesn't go the way we think it will and rarely on a timetable we try to set. When we experience frustration with the seemingly slow process, UA's describe it as “working on HP's time.”
- **Working the program**-Working the tools and the Steps allows the newcomer to learn how much one can expect to achieve in a given period of time. Many UA's have found this practice relevant to their work in the world at large.
- **Acknowledging progress over time**-Some sponsors suggest making a list of the year's accomplishments so the sponsee can review her progress in a tangible way. Similarly an annual review of defects and amends can be useful in remaining mindful of our powerlessness over UA.
- **Offering service**-After we have worked through all the Steps and are ready to take sponsees on for ourselves, we learn that Step 10 is assumed in all the service we offer. We find that a continual internal reflection complements the idea that we must give away what we have in order to keep what we have been given.
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- **Negotiation**-Deadlines may depend on what has been discussed with a sponsor. Some people work systematically through the steps, traditions, symptoms and tools, and into service, because they feel it is one more way to learn to deal effectively with time. Others have a more open-ended style. It is important to be sure both parties understand and agree to the terms. It may be useful to periodically revisit those terms.

**f. Trajectory of the Steps; How do the Steps build on each other?**

- **Accepting a power greater than ourselves**-The process of working the Steps starts with an acceptance of our own powerlessness. As we begin to accept a power greater than ourselves, we begin to shed old habits and beliefs. Incremental, virtually imperceptible changes take place within us. We may only sense them through comments people in our lives share with us, but in time

even we ourselves begin to feel a sense of liberation which would not have come if we had not started working the Steps.

- **Spiritual growth**-We begin to understand a little more deeply the tradition of attraction, not promotion and see that it works in our lives as well as in the fellowship as a whole. We begin to comprehend how a distorted sense of ourselves has shaped our lives, how old burdens of what we call “ego” or “pride” hindered our spiritual growth.
- **Becoming our own best selves**-Over time we started to understand that the program at its essence is a way toward becoming our own best selves. We learned that we could see ourselves little by little without the distortions of shame.
- **Freeing ourselves**-By undertaking this work, we became capable of nourishing our unique visions, we found that isolating ourselves no longer felt right and that we no longer needed to hide. Little by little we found liberation through writing the steps and discovered that we could tolerate the visibility that was needed to seek what we needed from life.
- **Deprivation as our motivation**-In any 12 –step program, the first step is always to admit we have lost control of our lives and need help. What brings most fellows to UA, is their experience of deprivation, of which underearning is the most glaring symptom. It is important to note, that as with any addiction, underearning can be fatal. The depression, shame and isolation common to those who are still suffering, the material lack, which can lead to neglecting self-care, can also lead to suicide, illness and other forms of mortal deprivation.
- **Reframing our histories**-Steps 2 and 3, guide us to consider that a spiritual presence in our lives will allow us to accept the help the UA program and a relationship with a sponsor can offer. For many, Step 4, in any program, is the most frightening, because it can evoke shame, defensiveness and confusion. Why should we dwell on our failures, when others have treated us so unfairly? In UA, we learn to turn each CDF (character defects) into a tool to achieve our goals. If we have been bitter, we can be freed from it, and that leads us to see the seeds for wanting to accomplish our vision. If we have felt hopeless, we can begin to see that the world isn’t black or white, and begin to celebrate small accomplishments, as part of our amends work to ourselves. We can’t make our amends until we have confronted our shame, and felt the empathy and support of our sponsors.
- **Maintaining what we have achieved**-When we have thoroughly cleaned our side of the street, it is easier to keep it clean with Step 10, and we can be more open to working Step 11. It is only after we have completed the first 11 Steps, that we can be reasonably secure that we can carry the message to those who still suffer, and begin to practice these principles in all our affairs. Often at the heart of our dis-ease, as with any addiction, is our self-centeredness. The steps gradually

teach us to relinquish that self-centeredness, and see how being of service to our HP and each other, can further our vision.

- **The role of service**-Under the guidance of our sponsors, we can begin a life of service long before we have completed the twelve steps of recovery. That service can become one more way to take responsibility for our CDFS and make amends. Some sponsors encourage their sponsees to take on a sponsee as soon as they have completed their fourth step. Long before then, sponsees can do service by setting up chairs, being a time keeper, or managing the “We Care” list in meetings. The Steps teach us to be in a flow with our HP, and each other. Service is one part of maintaining that flow.

## 5. Smart Sponsorship

- **a. Getting Started**
- Many sponsors share their work on the Traditions in their work with sponsees. It is a program saying that “The Steps stop us from killing ourselves. The Traditions stop us from killing each other.” This may be particularly applicable in UA, because one of our symptoms is to create unnecessary conflicts with others. Many of us have found that living in deprivation can lead to a sense of hopelessness and despair. We have found that such feelings lift as working the Steps brings more abundance into our lives.
- The first tradition of UA is that the only requirement for UA membership is a desire to stop underearning. This may well have been our goal for some time before entering the fellowship, but resistance is a part of the nature of underearning. We resist healing. In Tradition Five, carrying the message to the underearner who still suffers, we learn that surrender is essential to attaining what we seek.
- Often finding a spiritual grounding in the Program can feel like a serious struggle. Sponsors can help sponsees surrender to a “power greater than ourselves,” and to achieve abundance, sanity and serenity. As we receive the experience, strength and hope from our sponsors and fellows, we can create a healing interpretation of our own Higher Power.
- For sponsees, our new sponsors don’t yet know us; in time we find that we come to know ourselves. Much of our learning comes from writing. The process of writing about the Steps will teach the new fellow fundamental life lessons. Many UA’s find that routinely writing gratitude lists gives them a greater sense of abundance than material things can. This is one way to see that healing in the material realm reflects their spiritual progress.
- In the Sponsor-Sponsee relationship, Sponsors learn that there’s no better way to learn the Steps more deeply, while at the same time helping others through sharing experience, strength and hope, than to listen to their struggles with the Steps.

- UA's can learn many lessons from considering the symptoms and applying the Tools. Our sponsors can teach us about time management and negotiating for what we need. Identification with our sponsors as they model their own recovery can be both a subtle and a powerful learning tool. As we celebrate small accomplishments or complete tasks towards goals, apply time tracking or work to be of service we learn that working the Tools is an important part of our recovery.
- **b. Mutual Accountability**
- The sponsor-sponsee relationship will introduce how some of UA's basic ideas might manifest. It raises questions such as, "Do you feel that your sponsor is helping you gain clarity about your life? Are you seeing progress, and how would you judge that?" We can ask ourselves how the continuity of working with our sponsors actually brings results. We start to form a vision and consider how to use it to find healing. By negotiating sanely with our sponsors, taking into account their needs, experiences and limits we learn to apply the lessons we learn in UA to relationships throughout our lives.
- **c. Dealing With Change**
- It may be a new idea to consider that we ourselves could be creating many of the difficulties we encounter in our lives. Should we decide to end the sponsor/sponsee relationship we choose to do so only after serious contemplation.
- **d. When to End**
- The sponsor or sponsee might decide it's time to end their work together upon completion of the Steps. Perhaps one or the other finds something isn't working, or there may be unrelated issues that prompt this decision. As with any relationship, we bear in mind that either party can move on at any time. In fellowship we learn that the first criterion for making this decision is to do so with love.
- **e. Sponsorship Options:**
- **1. One on One Sponsorship**
- Why this? Many people in recovery find that they "cannot do it alone." One-on-one sponsorship is a traditional and effective method for working toward recovery.
- Sponsorship might not work for every UA. Life's experiences or one's particular state of mind at a given point in life might result in strong resistance. It's important not to embark on the hard work of writing the Steps with a sponsor's guidance under these circumstances. The willingness the sponsor-sponsee relationship rests upon may well come in time.
- **2. Step Study Groups**
- Trusting a group of people you may not know is certainly an act of surrender. Many UA's have found that writing the Steps with several fellows is extraordinarily healing and helps to build the community of the fellowship. It may also be a solution for the UA who knows that one-on-one sponsorship is not the right choice at a particular time.
- **3. Temporary Sponsors**

- We may establish temporary sponsorships when one or the other party finds a need for more flexibility than the relationship typically involves, or when we feel our work with a Step writing group left us with a clear need for additional exploration. Under this kind of circumstance, we can negotiate with a sponsor to work with us on a particular Step or for a particular period of months.
- **4. Long-Distance Sponsorship**
- Long-distance sponsorship may be appropriate for UA's who encounter each other on phone meetings and find a particular affinity. The sponsor and sponsee may find that their simpatico is strong enough that it compensates for the practical difficulties that being unable to meet face-to-face imposes.
- **5. Co-sponsoring and Multiple Sponsorship**
- There are those who consider having more than one sponsor as they may hope to find a broader interpretation of how to attain recovery. There may be valid reasons for such considerations, but they must be weighed against the fact that with a finite number of qualified sponsors, another person suffering might not find an available sponsor in the fellowship.
- **6. Service Sponsorship**
- Guiding someone through doing service at the level of individual meetings, Intergroup or the General Service Board is another way to offer help that can benefit the fellowship overall. Those who have served the fellowship at those different levels can offer their experience to fellows who prefer to give of themselves in this way.

## 6. Conclusion

### 1. How does healthy validation and entitlement manifest?

In Program, we speak of three-fold recovery: spiritual, emotional and physical. These aspects progress at different rates and in different ways with different people. Some fellows in UA may confuse recovery with compensating for what was missed as children in our families of origin. What might be appropriate for a child, unconditional validation, and effortless entitlement to endless time, attention, and indulgence for bad behavior, rarely accomplishes the fulfillment of our needs as adults. Such compensation may include symbols of security that have nothing to do with developing a personal Vision, or finding lasting joy, happiness and freedom which can come from recovery. Generally, behaving as a responsible adult in UA means that we work all aspects of our program, leaving the outcome to the Higher Power each of us finds.

Validation in program, comes as much from learning to be of service, as it does from the material (physical) symbols of well-being. In UA the capacity to accept that we deserve abundance comes more from learning to take responsibility for our "own part" in life's

problems, finding a way to be part of a river of abundance for all, rather than self-centeredly trying to grab what we want, when we want it, without regard for others.

In UA, spiritual recovery may be the most important progress. It may lead us to understand how through living in service to a higher purpose we can also find ourselves happy, joyous and free. This is sometimes referred to as, “polish here, shine there.” It has been the experience of many UA fellows, that our spiritual progress will be reflected in our relationships with others, and in our own sense of security in our lives. The physical manifestation of this recovery will be in our material well-being. However, to focus exclusively on that material manifestation, would be to put the cart before the horse in our recovery, reflecting the same self-centeredness that caused the original unhappiness that brought us to program. As we live in the Steps and Traditions, we learn a new, freer way of being.

## 2. Sponsorship is a template to negotiate needs

The most basic problem that brings us to UA is that we cannot meet our own needs, or, having become so focused on the needs of others, we have lost sight of our Visions for ourselves. Usually this means we never acquired appropriate interpersonal skills. Many of us in UA came to program with distorted ideas about how we might meet our own needs, or feeling hopeless about ever achieving them. In UA we refer to the fear that we cannot achieve our Vision, as “deprivation thinking.” If we faithfully work our program, this will change, but many find that the form of abundance we anticipated may not turn out to be what we had expected.

As sponsees, it requires patience and trust to work through each aspect of the program with a Sponsor, and as Sponsors, we must exercise humility and wisdom as we guide the people we seek to help. It is the practice of mutual generosity, honesty, openness and willingness that will bring us to fulfilling the needs we may have once despaired of achieving. This is an on-going work, teaching all fellows to become more sophisticated and competent.

In the Sponsor-Sponsee relationship, developing these skills may include guidance in doing service at all levels of the Program: encouraging Sponsees to take on their own Sponsees, or to participate in service positions at the Group, Intergroup and General Service level. This cycle of service is what most profoundly teaches us to meet our own needs with sanity and serenity, practicing the Principles of the Program in all our affairs.

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### Relevant precedents

- **Take what you want and leave the rest**-(not sure where this goes) They tell the new person that no one speaks for UA and that every member is perfectly free to arrive at an individual understanding of the program.
- **Finding an HP of our own**-Some sponsors talk about the program in a more spiritual way than others do. But nearly all call attention to the source of strength to be found in “a Power greater than ourselves.” Again, the sponsor points out, it is up to the newcomer to determine what that UA phrase means. It expresses an idea that people of many faiths — or of no particular faith — can and do accept with complete harmony.
- **Finding an HP of our own**- (If there is difficulty for the sponsee to accept the spiritual aspects of the program). Perhaps the sponsor might point out the distinction between the words “spiritual” and “religious.” As our Preamble says, UA is not allied with any sect or denomination, and no sort of religious belief is required for membership — only “a desire to stop underearning.”

### SLOGANS

Good Orderly Direction  
 Faith without works is day dreams?  
 Acting As If  
 Awareness, Acceptance.....Action  
 Take an action, take a nap  
 Let go and let god  
 You can't keep what you don't pass on  
 Go where it's warm  
 Easing God Out  
 Polish here, shine there