

**Concept 1**

The final responsibility and ultimate authority for SAA service rests in the informed group conscience of the fellowship.

**Concept 2:**

The SAA member groups delegate to their service boards and committees the authority necessary to fulfill their assigned responsibilities. The groups empower the Conference to be the active voice and effective conscience of the whole Fellowship.

**Concept 3**

Each service entity in SAA is granted the right of decision within the scope of the defined authority entrusted to that entity to make effective leadership possible.

**Concept 4**

Our traditional right of participation ensures effective decision-making on the basis of group conscience at all levels and is key to harmony in service work.

**Concept 5**

Throughout the SAA service structure, there is a traditional "right of appeal," which encourages clear processes for the consideration of minority opinion and for handling grievances.

**Concept 6**

The Conference acknowledges and empowers the Board of Trustees to hold the primary responsibility for fiduciary, legal, and administrative actions of the International Service Organization.

**Concept 7**

The Bylaws of the International Service Organization is a legal instrument, empowering the Board of Trustees to manage and conduct international service. The Conference Charter is not a legal document; it relies for its effectiveness upon the spirituality of our program, the principles of our traditions, and the willingness of groups and members to make financial contributions.

**Concept 8**

Our service structure depends on transparent communication throughout the fellowship, drawing on the spiritual principles of openness, acceptance, inclusivity, and mutual respect.

**Concept 9:**

Effective leaders in our organization exemplify servant leadership at every level. While operational leadership of the ISO must be assumed by the Board of Trustees, well-chosen leaders with sound leadership qualities are essential at all levels of SAA service. Fair and appropriate methods of selecting those leaders are indispensable to the functioning of our fellowship.

**Concept 10:**

The authority and responsibility for each service task needs a well-defined scope, a single point of decision, and mechanisms for accountability. In this way duplication of effort is avoided, while at the same time service committees are responsible for keeping those they serve informed of their work.

**Concept 11:**

The Board of Trustees of the International Service Organization and by extension the administration of the ISO should always be assisted by the best possible standing committees, executives, staff members, and consultants. Serious care and consideration will always be given to the qualifications, selection, rotation, authority, and responsibility of all volunteer and appointed committee members; and to the duties, selection, and compensation of all paid staff members.

**Concept 12**

The Conference warrants that the voice of the fellowship is vital to the sustained health and integrity of SAA and that in order to accomplish that goal, the Conference hereby commits to the principles contained in the eleven preceding concepts and to the following additional affirmations:

- The Conference shall at all times and in all decisions keep its focus on the spiritual principles of the SAA program of recovery and avoid any actions that are financially or politically motivated.
- The Conference shall in principle support the ISO in maintaining sufficient operating funds and appropriate reserves to meet unanticipated special needs or crises, taking care that it never becomes the seat of perilous wealth or power.
- Within the Conference, unity of the fellowship and equality of all members stand paramount in the consideration of all issues. Our leaders are but trusted servants; they do not govern.
- At all levels within the Conference, thorough discussion of all issues should precede voting and substantial unanimity is always the desired goal.
- In so far as possible, the Conference should avoid open controversy; further, actions of the Conference, the International Service Organization, and its components should never be personally punitive.
- In consideration of the spiritual principles of the SAA program of recovery, the Conference should never attempt to engage in acts of government.