

Twelve Concepts of SAA Service

Concepts Subcommittee approved draft as of **May 7, 2022**

Send feedback to twelveconcepts@saa-iso.org

Concept 1

The final responsibility and ultimate authority for SAA service rests with the SAA member groups as expressed in their informed group conscience.

Concept 2

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

Concept 3

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

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 opinions and for the handling of grievances.

Concept 6

The Conference acknowledges that the Board of Trustees holds 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 support the ISO financially.

Concept 8

Our service structure depends on effective and 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. Well-chosen leaders with sound leadership qualities are essential at all levels of SAA service. Fair and appropriate methods of selecting and supporting those leaders are indispensable to the functioning of our fellowship.

Concept 10:

Every service responsibility should be matched by a commensurate service authority. Each service activity should have a well-defined scope, delineated by specific and cohesive points of decision and mechanisms for accountability.

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, and the International Service Organization, 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.