

## **Twelve Concepts of SAA Service – Draft version**

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### **Concept 1**

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

### **Concept 2**

The SAA member groups delegate to the Conference complete authority for the maintenance of our international services, empowering it to serve as the active voice and effective conscience of the whole fellowship. The groups delegate to their service boards and committees the authority necessary to fulfill the responsibilities entrusted to them.

### **Concept 3**

To make effective leadership possible and bring about clearly defined working relationships among the various service entities, each service entity in SAA ought to be granted a Right of Decision within the scope of the defined authority entrusted to it.

### **Concept 4**

Throughout our service structure, we ought to maintain a Right of Participation, taking care that each classification or group of trusted servants and special workers shall be allowed a voting representation in reasonable proportion to the responsibility that each must discharge.

### **Concept 5**

Throughout our service structure, there ought to be a Right of Appeal, which encourages clear processes for the consideration of minority opinion and for the handling of grievances. At every level of service, transparent communication, humility, and mutual respect are vital for effective and harmonious action.

### **Concept 6**

On behalf of SAA as a whole, the Conference has the principal responsibility for the maintenance of our international services, and it traditionally has the final decision respecting matters of general policy and finance. But the Conference also acknowledges that the Board of Trustees must exercise the chief initiative and active responsibility for financial, legal, and administrative matters of the International Service Organization. In this role they are subject to the fiduciary duties of care, loyalty, and obedience to law.

### **Concept 7**

The Conference recognizes the Bylaws of the International Service Organization as a legal instrument which empowers the Board of Trustees to manage and conduct our international services. 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 to support the ISO financially.

### **Concept 8**

With respect to matters of overall policy and finance, the Board of Trustees serves as the principal planners and administrators. But with respect to day-to-day operations, the Board must delegate responsibility to individuals and committees exercising its oversight through respectful guidance and periodic review.

### **Concept 9**

Well-chosen trusted servants 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 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**

General Warranties of the Conference: in all its proceedings, the ISO Conference shall observe the spirit of the Twelve Traditions,

- taking great care that the Conference never becomes the seat of perilous wealth or power;
- that sufficient operating funds, plus an ample reserve, be its prudent financial principle;
- that none of the Conference Members shall ever be placed in a position of unqualified authority over any of the others;
- that all important decisions be reached by discussion, vote, and, whenever possible, by substantial unanimity;
- that no Conference action ever be personally punitive or an incitement to public controversy;
- that, though the Conference may act for the service of Sex Addicts Anonymous, it shall never perform any acts of government; and that, like the fellowship of Sex Addicts Anonymous which it serves, the Conference itself will always remain democratic in thought and action.