



Frequently, the only place we hear of the Al-Anon's Twelve Concepts of Service being applied is in service. Many members do not know that these can also be used in our personal recovery.

This Concept Camp is meant to be used in a meeting or Assembly to go through the Concepts of Service in our personal recovery at home, work, and in groups other than Al-Anon groups. PSA – we could totally do this in a District workshop.

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Let's see what the Concepts can teach us about service:

- ✓In meetings
- ✓At home
- ✓In our workplace

Let's have a
Concepts Training Camp
Sports style!



This Concept Camp has a sports camp theme and was created at the 2021 WSC, then sent to us in 2022. In the full document, there are two slides for each Concept. For this workshop, we will be primarily focused on Leadership. Concepts Nine and Ten are primarily focused on Good personal leadership and balancing service authority with service responsibility.

Frequently the only place we hear of the Al-Anon's Twelve Concepts of Service being applied is in service. The opening to the Concepts in our Service Manual says:

"Carrying the message, as suggested in the Twelfth Step, is Service—Al-Anon's third legacy. Service, a vital purpose of Al-Anon, is action. Members strive to do as well as to be. Anything done to help a relative or friend of an alcoholic is service: a telephone call to a despairing member; sponsoring a newcomer; telling one's story at meetings; forming groups; arranging for public outreach; distributing literature; and financially supporting groups, local services, and the World Service Office."

Not everyone has to run out and be the Delegate . . . When working with Sponsees, I often ask them – what are you doing for service this week?

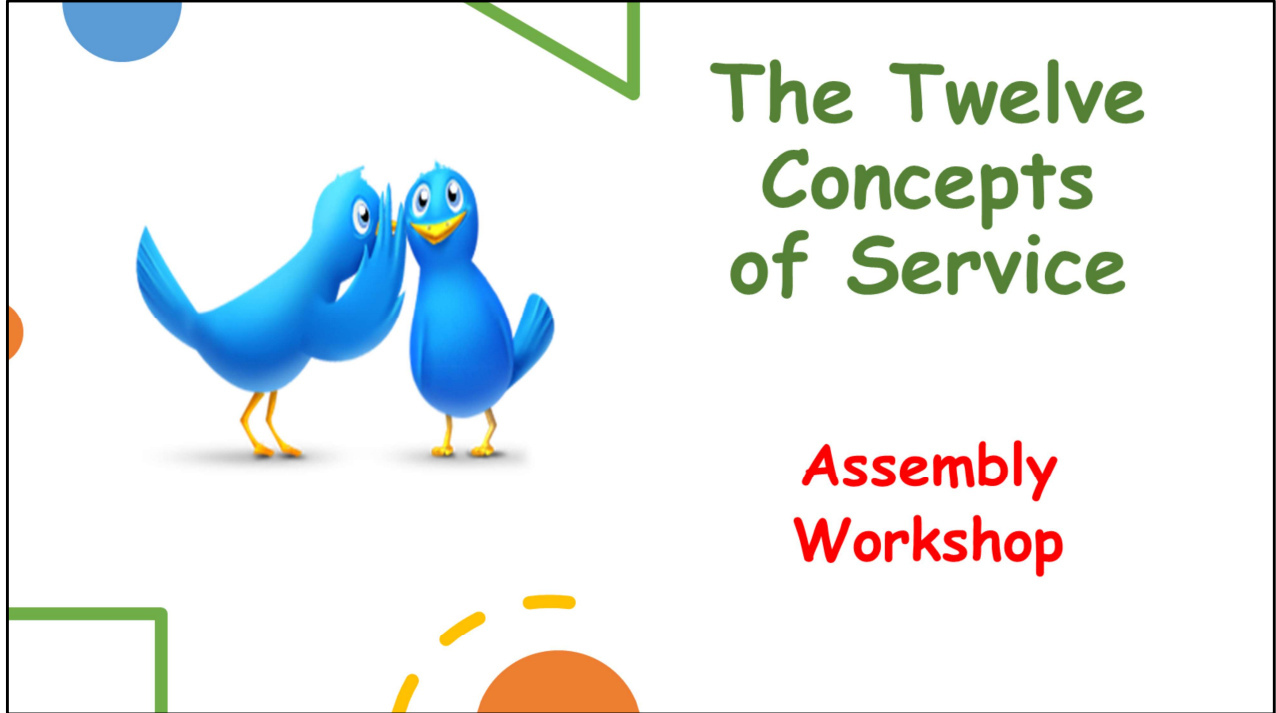
Many members do not know that these can also be used in our personal recovery.

Last evening in AWSC and GR Connection, we broke down Bill's Essay on Leadership in Concept Nine in our Service Manual (p200) which we were asked to read before Assembly, much like we do for our World Service Conference.

Today, at Assembly, we will review the first slide for each Concept, which asks us to consider several questions related to applying the Concept in our personal recovery.

Tomorrow, in our rap session breakout sessions, the second slide will provide an opportunity to invite members to share their experience, strength, and hope on the Concept and consider how they can apply this Concept in future service positions. If we are uncertain about our future position, how can we use this concept as we seek our Higher Power's guidance in finding our next position?

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Shortly, we will break into groups of 8 or so. I would ask that each group have a good mix of GRs, DRs, Coordinators and at least one Current or Past Delegate.

Each group will have a Concept to discuss with questions for each. One member of each group will record and will have 2 minutes to report back the key ideas from their group, especially any A-Ha ideas.

So let's begin!

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Concept Nine: Good personal leadership at all service levels is a necessity. In the field of world service the Board of Trustees assumes the primary leadership.



Each player has the potential to grow their leadership skills!

Principles:

- Healthy leadership
- Rotation of responsibility
- Encourage to lead
- Vision
- Be a good follower

This Concept is about integrity and leading by example.

For me, I ask myself: What is good personal leadership? What does it mean to assume the primary leadership? Do I have the authority to do that? What is the difference between delegated authority and ultimate authority?

Questions to Ponder:

- What role does my Higher Power have in my vision for the future? What roles do my relationships have?
- How can putting the focus on myself help me to take on a positive leadership role with others?
- How do I demonstrate tolerance, responsibility, flexibility, and vision?
- What expectations do I have of a good leader? Am I reasonable in my expectations? Do I have the same expectations for myself?
- Do I have a fear of failure or success? Am I afraid of being judged or criticized for my decisions?
- What is the leadership structure in my home? Are there power struggles and/or conflict? What might good personal leadership look like?
- How am I contributing to and encouraging others' growth? In what ways am I contributing or standing in the way of my own growth?
- Do I allow and/or encourage others to share their feelings and opinions and make decisions without demeaning them when I disagree? Do I feel able to share mine as well?
- Do I equate being a leader with being alone?
- Do I understand the difference between leading and governing? What is it?

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Concept Ten: Service responsibility is balanced by carefully defined service authority and double-headed management is avoided.

Principles:

- Staying in my own lane
- Goal Clarity
- Responsibility/Authority
- Trust
- Communication



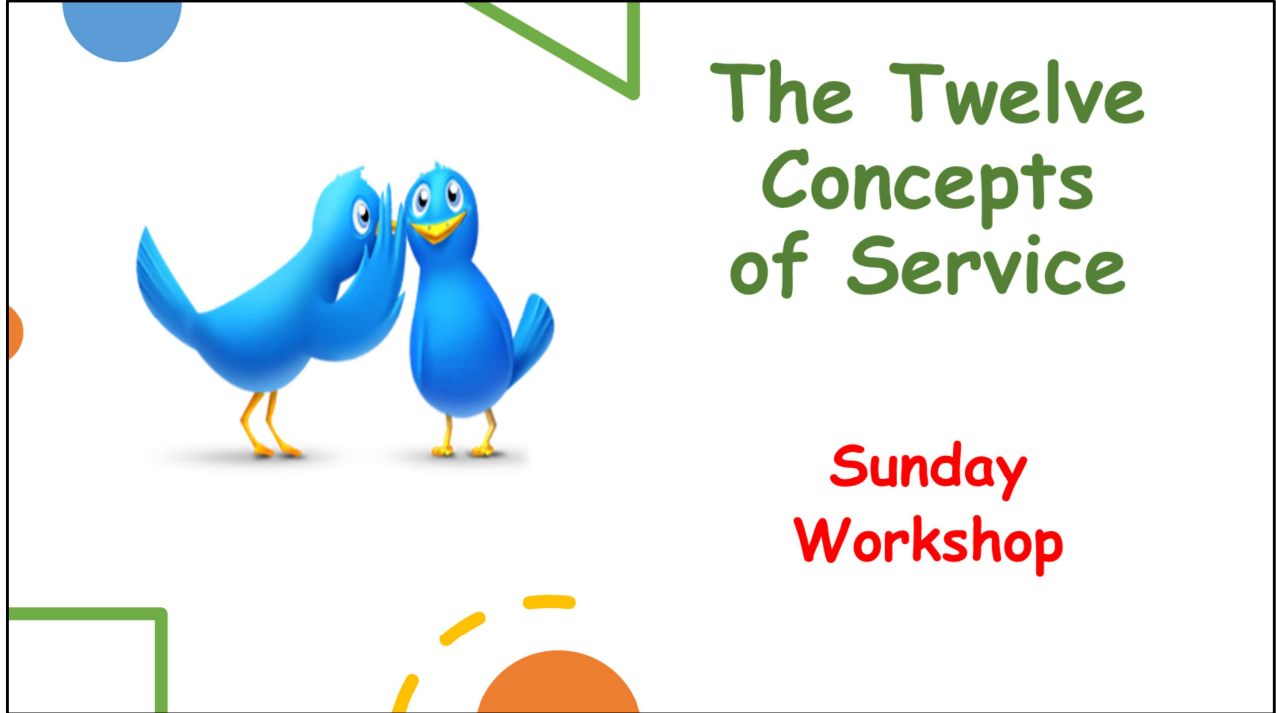
This Concept is about balanced responsibility. I must honor boundaries that come from careful definition of responsibility and authority.

For me, I often ask myself – at work and at home – just because I can (authority), should I (responsibility)? Am I balanced in applying this concept? Am I making decisions when I should be asking questions? And in the matter of Double Headed Management, am I doing God's job?

Questions to Ponder:

- Am I willing to voice my concerns when expectations, job descriptions, and/or family roles are unclear? How would I approach that?
- Have I assumed responsibilities that are not mine?
- How can I encourage balanced responsibility?
- When I recognize others' attempts at double-headed management, how do I detach from them?
- What are examples of my attempts at double-headed management?
- How could appropriate boundaries support a harmonious working balance?
- If I am responsible for a group effort, how do I inspire the group?
- What am I sacrificing when I fail to delegate or clearly define my own or others' responsibilities?

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We will start with Concept 9, then move onto Concept 10. Please review the questions on the Concept Nine slide and choose one to share on in the group. We will keep each share to 2 minutes. Who wants to be the timer?

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Concept Nine

Each player can find a successful position on the field!



- What qualities of leadership have I developed in service?
- How has a growing spirituality led me to the right roles in service?
- How do I act as a leader in my personal life?
- Do I know when to allow others to assume the primary leadership?

Spend 20 minutes on this Concept.

Concept Ten



- To what extent am I involved in double-headed management at home or work?
- Am I involved in any situations where one person has responsibility while a different person has the authority?
- What kinds of guidelines and definitions would I need to know before I accepted responsibility for a project?
- If/When I see double headed management in my Group, District or Area, how can I be part of the solution to eliminate it?

Please review the questions on the Concept Ten slide and choose one to share on in the group. We will keep each share to 2 minutes. Who wants to be the timer?

Spend 20 minutes on this Concept.

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To close (if time), were there any additional A-Ha moments? Reflections?

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