



## Underearners Anonymous Service Structure

*This work-in-progress document presents a framework for how we are organized in Service, to carry out UA's primary purpose .... to carry our message of recovery to those who desire to stop underearning.*

*UA shares a common connection with other fellowships based on the 12 Steps, 12 Traditions and 12 Concepts. So does our Service structure.*

*At this stage of writing, ideas and phraseology from other programs<sup>1</sup> have been adopted. As the document is edited and considered by the conference, we will add more of our own words.*

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<sup>1</sup> Alcoholics Anonymous, Narcotics Anonymous, Debtors Anonymous

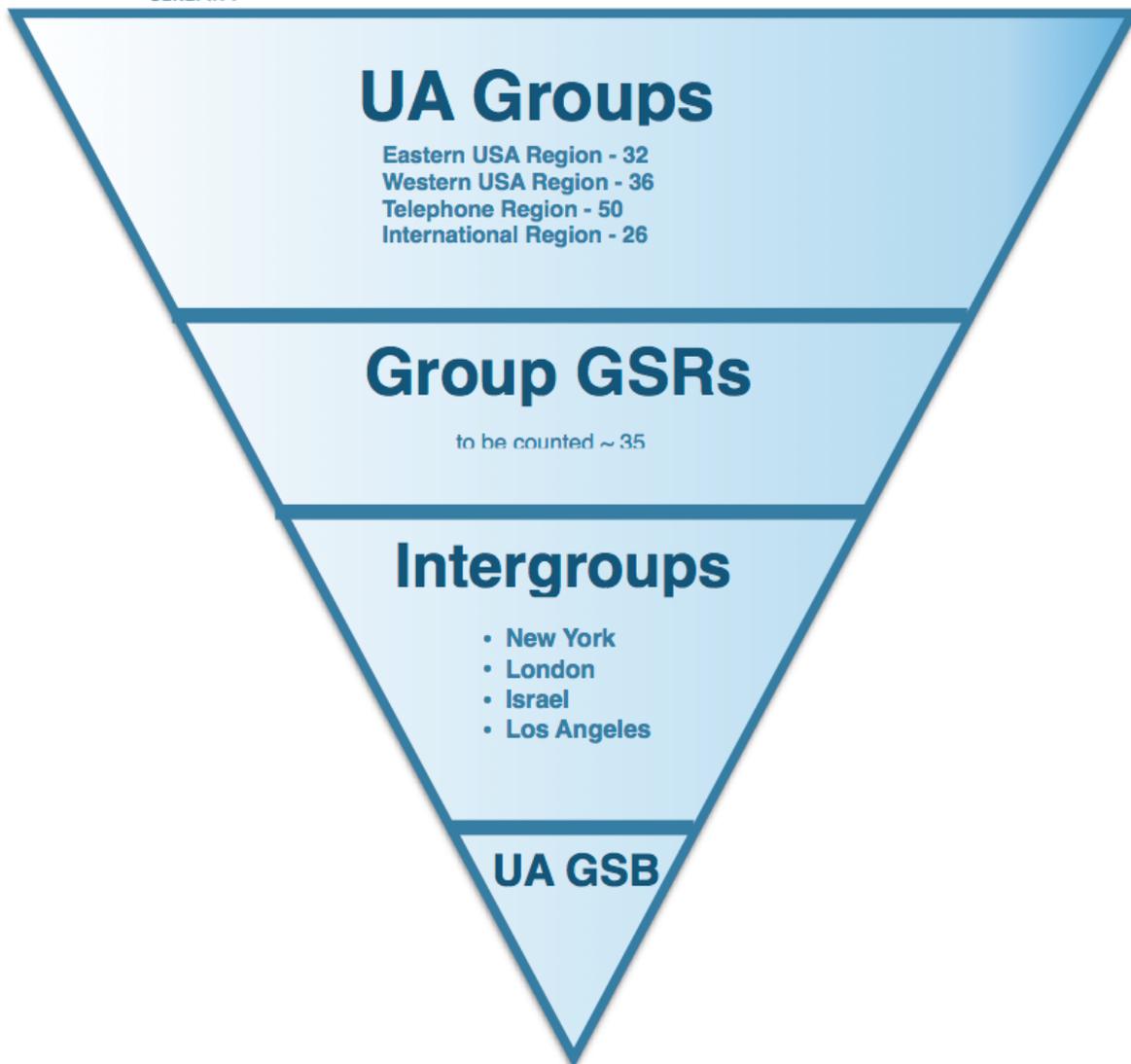
## Underearners Anonymous Conference Service Structure

Similar to Alcoholics Anonymous, UA has an upside-down organization wherein the ultimate responsibility and final authority for world services resides with the groups—rather than with the trustees, the General Service Board.

UA has no central authority, minimal organization, and a handful of Traditions instead of laws. As Alcoholics Anonymous cofounder Bill W. noted regarding the Traditions, "Perhaps the secret of their power lies in the fact that these life-giving communications spring out of living experience and are rooted in love.



## World Conference



## UA Groups

UA Groups are the foundation of the UA service structure. The entire structure of UA depends upon the participation and conscience of the individual groups, and how each of these groups conducts its affairs has a ripple effect on UA everywhere. Thus, we are ever individually conscious of our responsibility for our own prosperity and, *as a group*, for carrying the UA message to the suffering underlearner who reaches out to us for help.

Each group functions independently, except in matters affecting other groups or UA as a whole. The group may conduct its own affairs in whatever way seems fit to its members, provided the group's actions are consistent with UA's Twelve Traditions and do not adversely affect other groups or the entire UA Fellowship.

Each group is as unique and approaches to carrying the message of prosperity vary not just from group to group but from region to region.

UA is shaped by the collective voice of its local groups and their representatives to the World Service Conference, which works toward unanimity on matters vital to the Fellowship.

## Group GSRs

Each group elects one group service representative; even those groups hosting more than one meeting elect just one GSR. GSRs provide ongoing, active influence over the discussions being carried on within the service structure by participating in intergroup meetings, attending the World Service Conference, and joining in the work of an Intergroup or GSB committee. If groups are vigilant in choosing stable, qualified leaders at this level of service, the remainder of the structure will almost certainly be sound. From this strong foundation, a service structure can be built that will nourish, inform, and support the groups in the same way that the groups nourish and support the structure.

Group service representatives bear great responsibility. While GSRs are elected by and accountable to the group, they are not mere group messengers. They are selected by their groups to serve as active members of the area intergroup or committee. As such, they are responsible to act in the best interests of UA as a whole, not solely as advocates of their own groups' priorities.

As participants in the area (intergroup) committee, GSRs need to be as well informed as they can be concerning the affairs of the (intergroup) committee. They study the reports of the area (intergroup). They read the various communications from the GSB on each area of service. After carefully considering their own conscience and what they know about how their group members feel, they take active, critical parts in the discussions which form the group conscience of the entire area (intergroup) committee.

Group service representatives link their groups with the rest of the UA service structure, particularly through the information conveyed in their reports to and from the area (intergroup) committee. At group business meetings, the GSR report provides a summary of area (intergroup) committee, activities, often sparking discussions among group members that provide the GSR with a feel for how the area can better serve the group's needs. In group recovery meetings, GSRs make available fliers announcing area and regional activities.

At Intergroup meetings, GSR reports provide perspectives on group growth vital to the IG or area work. If a group is having problems, its GSR can share those problems with the committee in his or her reports. And if the group hasn't found solutions to those problems, the area (intergroup) chairperson will

open a slot on the committee's agenda so that the GSR can air the issue and receive experience and suggestions.

## **Intergroup/Area Committees**

An Intergroup or Area Committee is a partnership among groups in a community—just as UA groups are partnerships of individuals. They carry out certain functions common to all the groups—functions which are best handled by a centralized committee. The Intergroup exists to aid the groups in their common purpose of carrying the UA message to the underearner who still suffers.

Within the Intergroup, GSRs meet and confer with others from a region to discuss UA issues that affect UA as a whole or those that affect their area.

As regional area grows, groups prosper, and more GSRs are elected, you are encouraged to form an Intergroup/Area Committee.

### ***UA NY Intergroup Vision Statement:***

*"New York Intergroup promotes the common welfare of all group members of Underearners Anonymous in the Tri-State New York, New Jersey and Connecticut area. Our actions aim to provide support by coordinating the exchange of information and resources with groups and with the General Service Board, and to inspire fellowship among members through the planning of events. We are dedicated to work in a spirit of cooperation, mutual respect and consideration of all ideas presented to support unity and recovery. All are welcome to participate in our meetings."*

## **UA GSB**

The General Service Board (the trustees) is the chief service arm of the conference and is essentially custodial in nature. Excepting for decisions of policy or finance or UA Traditions liable to seriously affect UA as a whole, the General Service Board has entire freedom of action in the routine conduct and of the policy and business affairs of UA.

### **What does the GSB do?**

The Trustees are responsible for managing the day-to-day affairs of the UA program, including maintaining UA GSB's financial records, managing UA's cash flow, maintaining the UA Web site and other communication channels, reviewing and publishing UA literature, taking ultimate responsibility for the annual World Service Conference, and responding to requests from UA members, newcomers, professionals, journalists, and other members of the public.

### **Make up of the UA General Service Board:**

The UA GSB consists solely of Trustees, and as of September, 2016 there are six Trustees (and 6 vacancies). As described in the bylaws, General Service Board consist of a minimum of four (4) and a maximum of twelve (12) Trustees. Compulsive Underearners shall number a maximum of eight (8) and the non-Underearner Trustees shall number a maximum 33% of the board. There are no other members in UA GSB.

## UA GSB Committees as of September 2016

Literature  
Public Information  
WSC  
Finance\* (established but inactive)

## UA Concepts of Service regarding GSB role

Concept 6: The Conference recognizes that the chief initiative and active responsibility in most world service matters should be exercised by the trustee members of the Conference acting as the General Service Board.

Concept 7: The Charter and Bylaws of the General Service Board are legal instruments, empowering the trustees to manage and conduct world service affairs. The Conference Charter<sup>2</sup> is not a legal document; it relies upon tradition and the U.A. purse for final effectiveness.

Concept 8: The trustees are the principal planners and administrators of over-all policy and finance. They have custodial oversight of the separately incorporated and constantly active services, exercising this through their ability to elect all the directors of these entities.

**Purpose** (from UA GSB Inc articles of Incorporation).

The purpose of UA GSB Inc. is to serve the Fellowship of Underearners Anonymous by providing policy determinations to standardized procedures, forms and literature for all local groups of the Fellowship. It is designated by the Fellowship to means attain such services for compulsive underearners who seek through Underearners Anonymous the means to arrest the disease of underearning.

## Guidelines for eligibility to become a GSB Trustee <sup>3</sup>

- ◆ Completed the 12 Steps in UA
- ◆ Actively working with a UA Sponsor
- ◆ Active in UA for at least 18 months
- ◆ Previously served in at least one of the following:
  - ◆ Business chair of an individual UA meeting
  - ◆ GSR
  - ◆ Committee chair
- ◆ Have a home group
- ◆ Have time available (estimated to be 10 to 12 hours per week, especially for Chair and Treasurer)
- ◆ Working knowledge of the 12 Traditions
- ◆ Working knowledge of the 12 Concepts for World Service
- ◆ 6 months solvency (defined as not incurring any new unsecured debt), except that the Treasurer must have 12 months solvency

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<sup>2</sup> at present UA does not have a Charter

<sup>3</sup> as passed by the 2014 WSC

## The Twelve Concepts for UA World Service <sup>4</sup>

### 1. The Twelve Concepts for UA World Service

Just as the Twelve Steps are guides for personal recovery and the Twelve Traditions are guides for group unity, the Twelve Concepts are guides for World Service. These Concepts serve as a path for Twelfth Step work on a world service level, and show how the UA groups, the World Service Conference, and the Underearners Anonymous General Service Board work together to carry recovery in UA to the still suffering underearner.

The ultimate responsibility and authority for Underearners Anonymous World Services should always remain with the collective conscience of our whole Fellowship as expressed through the UA groups.

The UA groups have delegated complete administrative and operational authority to the General Service Board. The groups have made the Conference the voice and conscience for the whole Fellowship, excepting for any change in the Twelve Steps and Twelve Traditions.

As a traditional means of creating and maintaining a clearly defined working relationship among the groups, the World Service Conference, and the Underearners Anonymous General Service Board, it is suggested that we endow these elements of world service with a traditional “Right of Decision” in order to ensure effective leadership and allow a voting representation in reasonable proportion to the responsibility that each must discharge.

Throughout our Conference structure, we maintain at all levels a traditional “Right of Participation,” ensuring a voting representation.

The traditional Rights of Appeals and Petition protect the minority opinion and ensure the consideration of personal grievances.

The Conference acknowledges the primary administrative responsibility of the Underearners Anonymous General Service Board.

The Conference recognizes that the bylaws of the Underearners Anonymous General Service Board serve as governing documents and that the Trustees have legal rights, while the rights of the Conference are spiritual, rooted in the Twelve Traditions. The Concepts are not legal instruments.

The Underearners Anonymous General Service Board of Trustees assumes primary leadership for larger matters of overall policy, finance, and custodial oversight, and delegates authority for routine management of General Service Office.

Good leaders, together with appropriate methods for choosing them at all levels, are necessary. At the World Service level, the Board of Trustees assumes primary leadership for UA as a whole.

Every service responsibility should be matched by an equal service authority, with the scope of such authority well defined.

While the Trustees hold final authority for UA World Service administration, they will be assisted by the best possible staff members and consultants. Therefore, serious care and consideration will always be given to the compensation, selection, induction to service, rotation, and assignments for special rights and duties for all staff with a proper basis for determining financial compensation.

The Conference of Underearners Anonymous will observe the spirit of the Traditions, taking care not to become powerful and wealthy; having sufficient operating funds with a prudent reserve; having no authority over any other members; making important decisions by discussing and voting on issues wherever possible by substantial unanimity; not acting in a punitive way; not inciting public controversy; never performing any acts of government; and finally, always remaining democratic in thought and action.

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<sup>4</sup> Adopted from AA concepts; Copyright © 1962

