

How to Rotate Well

Setting Up Future Trusted Servants for Success

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Based on a presentation by
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Why We Serve

- Every part of general service, every hour we spend in this work, is for one reason – **to make Twelfth Step Work possible.**
- We work to create environments where one alcoholic can talk to another.
- There is hope and healing to be found by one alcoholic sharing their experience, strength, and hope with another.

This is why we serve!

Why We Should Rotate

- “None of the Conference members shall ever be placed in a position of unqualified authority over any of the others.” (Concept 12, Warranty 3)
- “...the Conference itself [AA] will always remain democratic in action and in spirit.” (Concept 12, Warranty 6)
- “Our leaders are but trusted servants; they do not govern.” (Tradition 2)

Consider this....

- If you stay in your position past rotation, you might rob someone else of the blessing of serving in that role.
- If you stay in your position past rotation, others might not step up to serve.
- If you stay in your position past rotation you will rob *yourself* of the blessing of another service role.
- *You are needed elsewhere* in AA service. Take what you have learned and serve somewhere else to help carry the message.

Why We Should Rotate Well

“But there are those of us who find ourselves cast into assignments of service leadership, and this is nothing but a specialty in which we are supposed to become expert and dedicated to the task of making the primary leadership possible. **If the light is to be carried to the newcomer, he has to be brought within reach of it. This is our business here. It is the business of every Intergroup association, every group committee.** And we who man these special enterprises are commonly called trusted servants, and this implies leadership of the highest order...”

From the pamphlet *The AA Group*:

- Traditionally, rotation ensures that group tasks, like nearly everything else in A.A., are passed around for all to share.
- Many groups have alternates to each trusted servant who can step into the service positions if needed.
- To step out of an A.A. office you love can be hard. If you have been doing a good job, if you honestly don't see anyone else around willing, qualified, or with the time to do it, and if your friends agree, it's especially tough. But it can be a real step forward in growth —a step into the humility that is, for some people, the spiritual essence of anonymity.
- Among other things, anonymity in the Fellowship means that we forgo personal prestige for any A.A. work we do to help alcoholics. And, in the spirit of Tradition Twelve, it ever reminds us “to place principles before personalities.”
- Many outgoing service position holders find it rewarding to take time to share their experience with the incoming person. Rotation helps to bring us spiritual rewards far more enduring than any fame. With no A.A. “status” at stake, we needn't compete for titles or praise —we have complete freedom to serve as we are needed.



sometimes we
just need
TO LET GO
-studio qi



LET IT GO



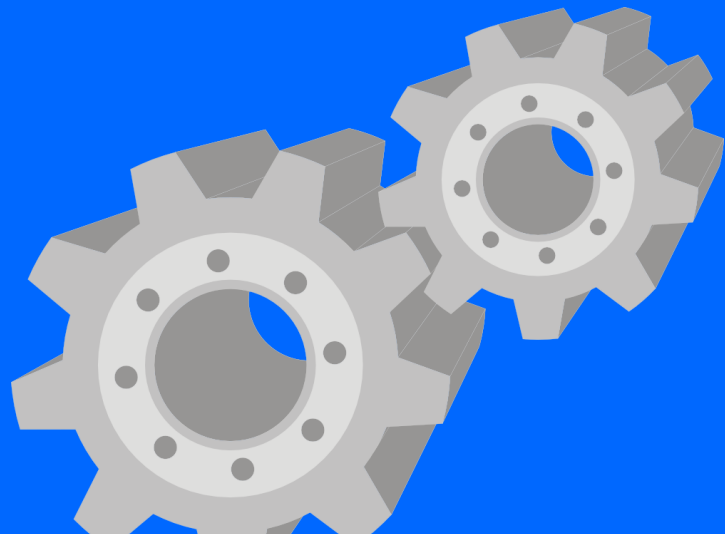
It is time to let go



Rotation Defined

Rotation – The spiritual principle of sharing the responsibility for AA through changing leadership.

--AA Service Manual, p. 87



The Principle of Rotation

The principle of rotation flows from Tradition Two:

“For our group purpose, there is but one ultimate authority—a loving God as He may express Himself through our group conscience. Our leaders are but trusted servants; they do not govern.”

In addition, Concepts IX and XI reference the principle of rotation in General Service.

Rotation is Spiritual

Tradition 9: “A.A., as such, ought never be organized; but we may create boards or committees **directly responsible to those they serve.**”

We are directly responsible to those we serve. This includes the servants who take on our service positions after we rotate on.

Rotation is Spiritual

- Leadership in AA is Servant Leadership
- Part of being a servant leader is replacing yourself
- Set up new leaders for success
- The better we help prepare those who take our position after us, the more work gets done to carry the message.
- This is leadership development; this is servant leadership.

Rotation is Practical

- Share your experience, strength, and hope
- Share your files!
- Share your presentations!
 - If they don't use yours, don't nurse a resentment over it...
- Have a transition meeting!
- Share lessons learned

AA needs more elder statesmen and fewer bleeding deacons!

Essentials to Rotating Well

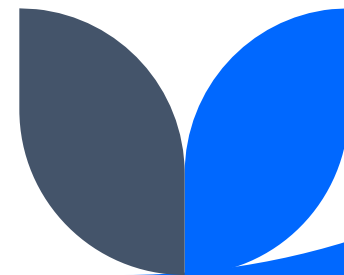
- Ask Yourself
 - What would have helped you when you started in this role?
 - What do you know now that you wish you'd known then?
- Stay Humble
 - No, you are NOT the greatest trusted servant in the history of AA.
 - Let this position go and rotate on, not rotate out
 - Help the trusted servant who comes after you
- Use Your Tools!

Tools Needed to Rotate Well

- Higher Power
- Humility
- Sponsor, or Service Sponsor
- Communication with your successor & committee
- Checklists to Rotate Well
 - Rotation Checklist
 - Rotation Handoff Meeting Checklist
- Encouragement for your successor
- Letting go!

Rotation Handoff Meeting

1. Successes
2. Challenges
3. Tools & Resources
4. Interdependencies
5. Team Players
6. Projects & Vision
7. Documentation



Handoff: My Biggest Successes

- Share your biggest successes
- Share WHY they were successes
- Share HOW you made them successful
- Lessons learned



Handoff: My Biggest Challenges

- Share your biggest challenges
- Share WHY they were challenges for you
- Share any hindsight you have gained
- Lessons learned

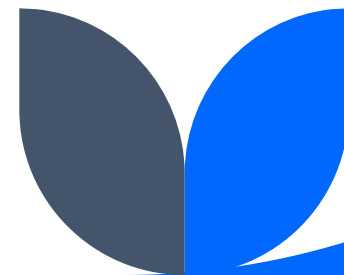
If I knew then what I know now....



Handoff: Tools & Resources

The tools and resources I used to help me better do my job were:

- Resources on the Area 39 website
- Links to the appropriate pages on aa.org, central office(s), etc.
 - Describe what tools were most useful, and why



Handoff: Interdependencies

The trusted servants, committees, and other outside sources that were instrumental in my success were:

- Encourage members of your committee to stay on the committee, at least for the first few months
- List everyone who helped you
- List people in your district or on your committee who can help your successor

Knock down those information silos!



Handoff: Team Players

The two members of my committee I counted on the most were:

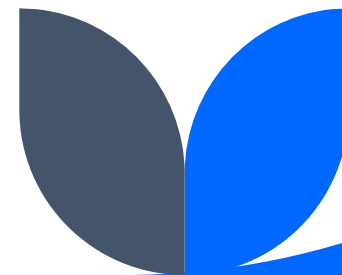
- 1.
- 2.



Handoff: Projects and Vision

Projects are what we do, Vision is why we do it. These are the projects my committee / district worked on:

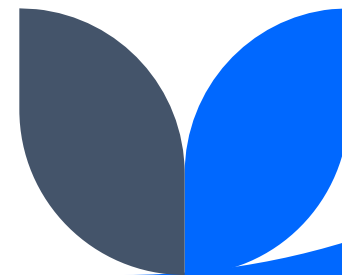
- Project A
 - Status: Complete, Not Complete, In Process
- Project B
 - Status: Complete, Not Complete, In Process
- Project C
 - Status: Complete, Not Complete, In Process



Handoff: Documentation

These are the documents I think you will find most helpful:

- Historical documents
 - Ongoing logs
 - Past Minutes / Agendas
- Resources created by your committee / district
 - Information documents
 - Presentations
- Projects you started but did not complete



Rotation Checklist

- Have your successor shadow you where appropriate
- Talk to your committee about staying on the committee
- Set up Rotation Handoff Meeting
- Prepare Documents for Transfer
 - Determine best method to transfer
 - Flash drive
 - Google or other backup account
 - Email (not recommended for multiple files)
- Clean out your email account where appropriate



Gifts of Rotating Well

- Growth
- Humility
- Gratitude
- Opportunity for a new service experience
- Blessing to see what you started grow & reach farther to carry the message

Discussion