

**UNDEREARNERS ANONYMOUS FROM HIDING AND BITING TO SHINING AND RECEIVING  
FORMAT – edited for Zoom and for this meeting**

- I. Hello everyone. My name is \_\_\_\_\_ and I am an underearner. Welcome to the “*From Hiding and Biting to Shining and Receiving*” meeting of Underearners Anonymous.
- II. Please un-mute your device and let’s share a moment of silence, followed by the Serenity Prayer. “*God, grant me the serenity, to accept the things I cannot change, courage to change the things I can, and the wisdom to know the difference.*”
- III. Special Note for Zoom. If everyone can please keep their phone muted throughout the meeting so we do not become distracted by noise. Thank you for your cooperation to help keep this meeting safe.

**IV. Preamble**

Underearners Anonymous is a fellowship of men and women who share their experience, strength and hope with each other, that they may solve their common problem and help others to recover from compulsive underearning. The only requirement for membership is the desire to stop underearning. There are no dues or fees; we are self-supporting through our own contributions. UA is not allied with any sect, denomination, politics, organization, or institution; does not wish to engage in any controversy; neither endorses nor opposes any causes. Our primary purpose is to stop compulsive underearning, one day at a time, and to help other underearners do the same. We meet in this virtual room to hold each other’s hand, to embrace each other’s soul and to soothe each other’s wounds in recovery from compulsive underearning.

- V. Our program is based on the belief that the foundation of change and recovery from compulsive underearning is to be found in working the Twelve Steps and abiding by the Twelve Traditions, first developed by Alcoholics Anonymous. Who would be willing to read the Twelve Steps?

**The Twelve Steps of Underearners Anonymous**

1. We admitted we were powerless over underearning – that our lives had become unmanageable.
2. Came to believe that a Power greater than ourselves could restore us to sanity.
3. Made a decision to turn our will and our lives over to the care of God as we understood God.
4. Made a searching and fearless moral inventory of ourselves.

5. Admitted to God, to ourselves, and to another human being the exact nature of our wrongs.
  6. Were entirely ready to have God remove all these defects of character.
  7. Humbly asked God to remove our shortcomings.
  8. Made a list of all persons we had harmed and became willing to make amends to them all.
  9. Made direct amends to such people wherever possible, except when to do so would injure them or others.
  10. Continued to take personal inventory and when we were wrong promptly admitted it.
  11. Sought through prayer and meditation to improve our conscious contact with God as we understood God, praying only for knowledge of God's will for us and the power to carry that out.
  12. Having had a spiritual awakening as the result of these steps, we tried to carry this message to compulsive underearners, and to practice these principles in all our affairs.
- VI. Who would be willing to read the Symptoms of UA?

### **Symptoms of Underearning**

1. **Time Indifference** – We put off what must be done and do not use our time to support our own vision and further our own goals.
2. **Idea Deflection** –We compulsively reject ideas that could expand our lives or careers, and increase our profitability.
3. **Compulsive Need to Prove** – Although we have demonstrated competence in our jobs or business, we are driven by a need to re-prove our worth and value.
4. **Clinging to Useless Possessions** – We hold onto possessions that no longer serve our needs, such as threadbare clothing or broken appliances.
5. **Exertion/Exhaustion** – We habitually overwork, become exhausted, then under-work or cease work completely.
6. **Giving Away Our Time** – We compulsively volunteer for various causes, or give away our services without charge, when there is no clear benefit.
7. **Undervaluing and Under-pricing** – We undervalue our abilities and services and fear asking for increases in compensation or for what the market will bear.

8. **Isolation** – We choose to work alone when it might serve us much better to have co-workers, associates, or employees.
9. **Physical Ailments** – Sometimes, out of fear of being larger or exposed, we experience physical ailments.
10. **Misplaced Guilt or Shame** – We feel uneasy when asking for or being given what we need or what we are owed.
11. **Not Following Up** – We do not follow up on opportunities, leads, or jobs that could be profitable. We begin many projects and tasks but often do not complete them.
12. **Stability Boredom** – We create unnecessary conflict with co-workers, supervisors and clients, generating problems that result in financial distress.

VII. Who would like to read the Tools of UA?

#### **Tools of Underearners Anonymous®**

1. **Time Recording** – We must be conscious of how we spend our time. We keep a written record to increase awareness and support our focus on goals and the actions required to achieve them.
2. **Meetings** – We attend UA meetings regularly to share our experience, strength, and hope in order to help ourselves and others recover from underearning.
3. **Sponsorship** – We actively seek sponsorship with someone who has worked the Twelve Steps in UA and is willing to guide us in our recovery.
4. **Possession Consciousness** – We routinely discard what no longer serves us in order to foster a belief that life is plentiful and that we will be able to provide ourselves with what we need.
5. **Service** – Giving service is vital to our recovery. It is through service to others, and to the Fellowship, that we keep what has been so generously given to us.
6. **Goals Pages** – We set goals for all aspects of our lives, write them down, measure our progress and reward achievement.
7. **Action Meetings** – We organize action meetings with other UA members to discuss our earning concerns and to generate actions that will bring more prosperity into our lives.
8. **Action Partner** – We connect regularly with action partners regarding earning concerns in order to provide each other with accountability, continuity, and support.
9. **Solvency** – We do not debt one day at a time. Debting leads to underearning.

10. **Communication** – We contact other UA members to seek support, to diminish isolation, and to reinforce our commitments to action.

11. **Literature** – We read UA Conference Approved Literature to strengthen our understanding of this compulsive disease and the process of recovery.

12. **Savings** – Saving money demonstrates faith in the future and acceptance of the fact that money is a tool vital to our prosperous vision. We create and follow a savings plan on whatever scale we are able.

VIII. Underearning for most of us involves two behaviors: Hiding and Biting.

**These are some of the ways we bite.**

1) When being offered a chance to be in a reality television show, you say, "I'm an actor, I don't do reality TV."

2) You're in an acting class and you don't learn the lines to a scene that is assigned and when asked why, you make up excuses. Or, you are in grad school, you don't do an assignment and when asked why, you make up excuses.

3) Your friend suggests, "You should have your own fashion line, law firm, yoga studio, etc." Your reply is, "You're crazy, the market is locked up!" We forget that we discover by doing.

4) You're scheduled to show up at an important trade show as the new sales rep to cover a territory and meet the manufacturer you're representing. You don't, and then lie about why.

5) Your client asks for a reasonable request and your response is, "You're crazy, that's totally unrealistic!" Or you say yes to a request from your client without considering whether it is realistic or not. You later resent them for 'forcing' you to embark upon a project that is impossible to complete within the time frame/budget you have agreed.

6) You're in a band, play, choir rehearsal, etc. and resent the amount of rehearsals and begin to miss them. When asked why, your reply is filled with resentment and half-truths and you take refuge in a B job. We then turn our backs on our talents to the point where we forget they exist and don't believe we have talent.

7) You start a business without a business plan and when asked why, your response is defensive. We then accept the gloom of work we dislike with no concern of where we want to be in future.

8) You have a creative vision and refuse to take any action steps. This could be sending out proposals, CDs, resumes, scripts, writing samples, etc.

9) When someone suggests that you should earn more money, you reply with some degree of antagonism and take refuge in excuses about the economy or become "realistic" about how things are going.

10) You usually disappoint your clients by not delivering what you promised, or if you do, it is done with resentment.

XI. Recovery in UA gives us the opportunity to embrace their opposites:

**Shining and Receiving.**

1) As an actor, when being offered a chance to be on reality TV, you say, "That could be a positive challenge, let's talk it over."

2) You're in an acting class and really feel, "How can I best serve this scene and be of service to this class and to the craft of acting?" Then you go home to work with good orderly direction to be of service to your scene and scene partner, showing up prepared and on time.

3) When a friend says you should have your own business or some compliment, we thank them and consider if that suggestion would serve us. We remember that there is always a market for quality work done with commitment and passion.

4) We go to networking, industry events or meetings that could advance our vision. We take the risk of presenting our talents openly to others. We surround ourselves with positive people who sincerely want us to succeed and want to make a difference for themselves and the world.

5) We attend classes that could bring in more prosperity but we turn over those actions for feedback to our sponsors and action partners.

6) We seek out role models, real or fictitious, personal or historical, who embody the qualities we admire, and we act as if we are these people.

7) We make sure that we send out with gratitude proposals, CDs, resumes, scripts, writing samples, etc.

8) We remember that our economy is personal and God is our employer. We know that a feeling of success comes from our own inner satisfaction, not from comparing our achievements to others. We know that everyone's path is different, and we choose not to compare ourselves to anyone else, be it a friend, colleague, family member, etc.

9) We know that all work is service and we spiritually commit to serve our clients with good orderly direction.

10) Before we start any business we bring it to an action meeting and take doable actions to foster its success.

**X. Meeting Focus and Format:** The focus of this meeting is about our repetitive patterns of hiding and biting as well as the gifts of recovery in UA – which are shining and receiving. At 30 minutes, we will take a break for the 7<sup>th</sup> tradition and for UA related announcements. Before the end of the meeting we will allow time to exchange numbers for reaching out to other members. In the last 5 minutes, we will briefly state actions that we plan to take today or this week to overcome our underearning.

**XI. Meeting Norms:** Tradition Two states, for our group purpose, there is but one ultimate authority – a loving God as is expressed in our group conscience. To maintain the serenity of the meeting, here are some accepted guidelines:

- Please try and focus your sharing on how these behaviors, or any UA related issues and your recovery from them, impact your life.
- When you share, please tell us your name, and if you're comfortable, your location. This helps to facilitate connection and outreach.
- We do not engage in crosstalk, which we define as interrupting or directly addressing another speaker.

XII. To best facilitate sharing, we need a timekeeper. Who would be willing to do that service? Shares are up to three minutes with a one minute warning at two minutes. Please acknowledge the timekeeper by saying Thank You and at three minutes wrap up your share.

**XIII. Welcome Newcomers:**

Before we begin, we want to welcome any newcomers to the meeting. It is suggested you attend at least six meetings so you have time to begin to absorb the UA concepts and learn more about the program. Also, if you would like anyone's contact information, please feel free to write it in the chat or if you are on the phone, request it at the end of the meeting.

XIV. To raise your hand to share, click the Participants tab at the bottom of your screen-then bottom right is an option 'Raise Hand'. If you are on a phone, press \*9 and \*6 to Mute. If you need more help, type in chat and someone will assist you. Who would like to begin sharing?

XV. (At 30 minutes), **Seventh Tradition & Announcements:**

UA has no dues or fees, we are self-supporting through our own contributions, but we do have expenses for the dissemination of [UA literature](#), the maintenance of its website, and any costs incurred by the General Service Board. Contributions can be made on the UA website at [underearnersanonymous.org](http://underearnersanonymous.org) by PayPal/credit card or by check to UA. SHARE! the facility who is hosting this Zoom meeting for us has a PayPal/Venmo that can be found at [shareselfhelp.org](http://shareselfhelp.org). Please give what you can, and if you can give nothing for now, keep coming back because you are more important than your money. I will paste the 7<sup>th</sup> tradition info in chat.

(Paste in chat)

7th Tradition –

\*UA PayPal - <https://www.underearnersanonymous.org/contributions/>

\*SHARE! Meeting Host - <https://shareselfhelp.org/donate-share-the-self-help-and-recovery-exchange/>

Format for this meeting:

<https://shareselfhelp.org/wp-content/uploads/2020/04/From-Hiding-and-Biting-To-Shining-and-Receiving1.pdf>

XVI. Are there any UA related announcements?

XVII. Who else would like to share?

XVIII. (11:05). That is all the time we have left for sharing. I'd like to thank everyone who shared, our timekeeper, and those who did readings. And thank you for letting me be of service.

XIX. Before we share actions and close the meeting, we'll exchange names for outreach. If you want to contact someone, feel free to put the person's name in chat. If you can't access the Chat feature, please call out their name after the meeting and I will facilitate number exchange.

XX. Now we will briefly share some actions we plan to take today or this week, to overcome underearning, and enrich our fiscal and spiritual solvency. I will start.

XXI. In closing, the opinions expressed here today are those of the individuals who gave them. The things you have heard here are spoken in confidence and should be treated as confidential. We do not take outside the meeting who we hear at the meeting. If you try to absorb what you have heard, you are bound to gain a better understanding of the way to handle your problems.

XXII. Who would like to read The Promises of UA?

### **12 Promises of UA**

1. We accept ourselves with compassion and begin to believe that we deserve greater prosperity.
2. A prosperous vision begins to emerge as we work the steps and tools of UA.
3. We know ourselves better and develop our gifts and talents more fully.
4. We desire more prosperity and creativity in our lives and begin to pursue them.
5. We become willing to take the earning actions that will help us prosper at our vision.

6. As a shift in our consciousness occurs, we experience more gratitude, peace of mind and prosperity around our jobs and businesses.
7. Our work environments become more harmonious.
8. Money flows easily into and out of our lives.
9. Earning is no longer a struggle as we become open to new ideas.
10. We give more to others and to our communities.
11. We develop a faith that surpasses all understanding.
12. Our attitudes and thought patterns miraculously become more positive than negative. / It is as we have been awakened from a deep sleep of poverty to a new life of prosperity that had been awaiting our embrace all along.

XXIII. Serenity Prayer

- XXIV. The meeting is now over, but we will exchange names and numbers in chat or via phone for fellowship and outreach. Is there anyone else who would like another's number? If anyone has any questions, please feel free to write them in chat or ask at this time.