

Underearners Anonymous
Transforming Trauma Into Healing & Recovery
Weds 8:00pm-9:30 pm PST ZOOM

Zoom Password: iamworthy

Greeting :

Hello everyone. My name is _____ and I am an underearner. Welcome to the Transforming Trauma To Healing & Recovery meeting of Underearners Anonymous.

Serenity Prayer:

Would everybody please un-mute yourself by pressing the microphone icon at the bottom of your screen. (or *6 if using a phone without the zoom app)

May we have a moment of silence, followed by the Serenity Prayer:

God grant me the serenity to accept the things I cannot change, the courage to change the things I can, and the wisdom to know the difference. Amen

Please mute yourself by clicking the microphone icon (or * 6 if using a phone without zoom app).

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.

Twelve Steps & Twelve Traditions:

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?***

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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.

Who would be willing to read the Symptoms of Underearning?

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.

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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.

Who would be willing to read the Tools of Underearning?

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.

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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 share 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.

Meeting Focus:

The focus of this meeting is on ***Transforming Trauma To Healing & Recovery*** and moving forward from trauma's effect on our underearning. We will now hear the **Trauma Questionnaire**, which asks 15 questions to help members identify some characteristics of living with trauma. This is not UA conference approved literature, nor is it definitive. I will read the questions, pausing briefly after each one to allow for reflection.

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TRAUMA QUESTIONNAIRE:

1. Did you experience abuse, abandonment, neglect and/or enmeshment with your primary care givers or other significant relationship?
2. Did you get your developmental needs met as a child (i.e. attention, acceptance, affection, direction, nurturing, support etc.)?
3. Do you carry shame, anger or rage from historical deprivation, trauma or abuse?
4. Do you dissociate from your body or feel disconnected from your core?
5. Do you experience emotional flashbacks or regressions? Does too much stress activate or re-awaken old trauma?
6. Do you have trouble distinguishing fantasy from reality?
7. Do you carry shame & false guilt?
8. Do you believe you have to manipulate others to get your needs met?
9. Do you carry unrealistic expectations of yourself?
10. Do you fear change, criticism or success?
11. Do you believe in yourself and your capabilities?
12. Do you sabotage good things with your behaviors, beliefs or attitudes?
13. Are you drawn to chaos or toxic situations?
14. Do you have trust Issues?
15. Do you struggle with thoughts of shame and not feeling enough?

MEETING FORMAT

We'll start this meeting with a **12 minute qualification**, followed by **sharing**. If we have **more than 10 people**, we will use **break out rooms** to allow time for everyone to share. Each room will have up to **10 people**. The **chat box** will be disabled during the sharing portion of the meeting but will reopen during announcements to allow for phone number exchange at the end. When you share, please tell us your **first name only**, and if you're comfortable, your **location**. You can edit your name by clicking on the *participants icon* at the bottom, *hover* over your name, click '*more*' tab and choose '*rename*'. This meeting will be **locked at 8:30pm** so as not to interrupt shares and breakout rooms. Please plan to arrive on time or within the 30 minute grace period if you wish to participate in this meeting.

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MEETING ETIQUETTE

- 1) Please remember to **keep yourself muted** at all times unless you are the person speaking.
- 2) Please be mindful **not to distract or trigger others with your video** and consider turning off your video if you are walking, driving, eating, texting, multitasking or are in a chaotic setting.
- 3) This meeting has a **zero tolerance** for bullying, shaming or abusive behavior toward another member. This applies to both audio and chat box. This behavior may be grounds for removal from group.
- 4) We aim to focus on **recovery from underearning** and moving away from **false limiting beliefs** about ourselves
- 5) We do not engage in **cross talk**, which we define as interrupting, advice giving or directly addressing another speaker.
- 6) Please use "I" statements instead of "We" and keep the focus on your own recovery.
- 7) Please **avoid graphic detail** of your specific trauma or abuse so as not to trigger other members.

To best facilitate sharing, we need a **timekeeper**. Who would be willing to do that service? Shares are up to **four minutes** with a one minute warning at 3 minutes. Please acknowledge Timekeeper by saying 'Thank you', and at four minutes wrap up your share.

Welcome Newcomers:

Before we begin, we want to welcome any newcomers to the meeting and acknowledge your being here. It is suggested you attend 6 different meetings before deciding if UA is right for you to allow time to absorb UA concepts and learn more about the program. Would any newcomers like to introduce themselves now by first name only? Welcome! There is a newcomers packet for you in the chat box. (*paste in chat: <https://www.underearnersanonymous.org/wp-content/uploads/2018/11/UA-Newcomer-Pack.pdf>*)

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Qualification:

[If qualifier has not been scheduled in advance, say:] We don't have a previously scheduled qualifier. Who would like to offer a 12 minute qualification on what brought them to UA and how they integrate step work and tools as it relates to healing from trauma?

[If previously scheduled say:] Now _____ will offer a 12 minute Qualification for our meeting. Ask qualifier what time warnings they would like from timekeeper. (thank Qualifier after his/her share.)

Sharing from 8:30-9:15pm

INVITATION TO BEGIN SHARING:

If you wish to share, please **raise your virtual hand** by selecting the **participants icon** and choosing 'raise hand' option by your name. (Or press *8 if using a phone without the Zoom app) Each person will select the next person with their hand raised. After everyone with their hands raised has shared, an opportunity for 2nd shares will be allowed if time permits. Although this meeting was created and structured so that everyone has time to share, **no one is required to speak** and you will never be called on unless your hand is raised. We encourage everyone to be heard and seen, however, please do not feel obligated to turn on your camera or speak if you are not ready to participate. *As a reminder, please **avoid graphic detail** of your specific trauma or abuse so as not to trigger other members.* We will share until **9:15pm**.

(If less than 10 people): The leader will choose the 1st person with their hand raised to begin sharing. Each person will choose the next person until everyone has had a chance to share.

(If more than 10 people): We will now split off into breakaway rooms to allow time for all members who wish to share. You will be assigned automatically to a room. Each room will need a volunteer to be time-keeper and to be the first to share. We will share until 9:15pm, at which time you will be automatically brought back to the main room. A countdown timer will appear at the end when there is one minute left for all shares.

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9:15p.m. END OF SHARING:

That's all the time we have for sharing. I'd like to thank _____ [refer to meeting roles worksheet on last page] Thank you for letting me be of service.

Recovery Action

Using the chat box, would everyone please write one recovery action we plan to take this week to overcome underearning and to enrich our fiscal and spiritual solvency? We will allow one minute for this action. (time one minute)

Number Exchange

Please feel free to use the chat box now to ask for phone numbers or to leave your number. You can do this privately or send to the group if you wish to leave your number for everyone. You may also use the chat box to share new UA meetings or recovery related workshops or retreats.

Seventh Tradition

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 costs incurred by the General Service Board. Contributions can be made via PayPal or check on the UA website at underearnersanonymous.org. SHARE, who is hosting this Zoom meeting for us also has a PayPal/Venmo which can be found at <https://shareselfhelp.org>. Please give what you can, but if you can give nothing for now keep coming back because you are more important than your money. (paste in chat: <https://www.underearnersanonymous.org> <https://shareselfhelp.org>)

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Announcements:

Are there any other UA related announcements?

(If there are unfilled service roles): We still need someone to fill the service role of _____. This is an opportunity to be part of the healing that comes from being of service.

Our **monthly business meeting** will take place on the **last Weds.** of the month at **9:10 pm**, but may be changed due to a holiday or other schedule conflict. Please bring up any topics *one week prior* to business meeting that you would like to discuss. Business meetings will be limited to 20 minutes unless a motion is approved to extend.

Next week's qualification: Is there someone who would like to commit to giving a 12 minute qualification share at next week's meeting? *[If someone volunteers, take down their name. Whether or not someone volunteers, please communicate this to next week's leader].*

CLOSING:

In closing, the opinions expressed here today are strictly 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 what 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 and begin to change your life. Talk to each other, reason things out with someone else. Let there be no gossip or criticism of one another, but only Love, Understanding, Companionship and Unity.

Please un-mute and will all who care to join me in saying The Serenity Prayer: **God, grant me the serenity to accept the things I cannot change, courage to change the things I can, and wisdom to know the difference. Amen**

Thank you everyone. We will end the meeting in 3 minutes so please use the chat box now to exchange numbers if you have not already done so.

