

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.

Steps 8 – 11 (Clean Up)

8. Made a list of all persons we had harmed and became willing to make amends to them all.

We come out of denial by learning about family systems of dysfunction. We sort out which roles each family member has enacted. We identify the addict abusers and codependent victims in our lives. This helps us identify where we fit in, as addicts or codependents. We own up to having hurt ourselves and others. We then make a list of those we have harmed, including ourselves.

9. Made direct amends to such people wherever possible, except when to do so would injure them or others.

We include making amends to ourselves. We don't make direct amends if those amends would harm ourselves 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 understand God, praying only for knowledge of God's will for us and the power to carry it out.

As our own loving parents, we begin re-parenting ourselves by building healthy lives. We work to change our negative beliefs to positive beliefs. We learn to be trustworthy and how to determine when to trust others. We become assertive, set limits, and

identify boundaries. We increase self-esteem and improve our relationship with ourselves. We assist our Inner Children to complete their stages of emotional development. Finally, we build our lives to reflect who we are and who we want to become.

Step 12 (Step Up)

12. Having had a spiritual awakening as a result of these steps, we tried to carry this message to others who still suffer, and to practice these principles in all our affairs.

By Step 12, we are continually doing service in ACA at our meeting, Intergroup, Region, and World Service boards and committees.

By Step 12, we have achieved the ACA Promises.

By Step 12, we are involved with healthy individuals and working in our communities practicing functional behavior.



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Mentoring

in

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Mentoring Program in ACA

Newcomers are often confused about the ACA recovery process. They become overwhelmed by the complexity of our program.

They hear the 14 characteristics of an adult child. They hear about many recovery techniques, including that we should become our own loving parents. They also hear people revealing family secrets. This can make newcomers uncomfortable.

The ACA mentoring program is designed to provide one-to-one support to newcomers in their first six weeks in ACA. Mentors orient newcomers to the ACA program of recovery and service.

After four weeks, the mentor educates the mentee on what to look for in their first ACA sponsor. The mentor instructs the mentee how to ask someone to be their sponsor and to get a sponsor. Two weeks later, the mentor presents the newcomer with a 6-week graduation program chip.

What ACA Mentors Do

- Establish a social connection with mentees through fellowship
- Answer newcomers' questions
- Share their own story of family dysfunction
- Provide information about the ACA program, recovery, and service
- Provide their own contact information and meeting phone list
- Explain ACA Steps
- Explain techniques in ACA recovery
- Share their own processes & techniques used in ACA recovery

- Encourage mentee to participate in meeting service (greeter, refreshments, literature, leader, phone lists, etc.)
- Introduce mentees to the service structure of ACA
- Participate with mentees in ACA events, education, and service opportunities

Explain the ACA Recovery Process

Mentors need to explain the overview of ACA recovery to newcomers. ACA recovery is a process. Mentors help mentees begin working through the unresolved experiences of abandonment, neglect, losses, fear, abuse, and trauma. They orient mentees on a sequence of things: addiction and codependence; building a solid emotional foundation; realizing their identity; doing Loving-Parent/Inner-Child work; identifying the experiences that stunted them and grieving; recovering through life-stages; and learning to have fun.

Techniques Mentors Use

Learning as an Equal

The mentor takes part in the learning process with the mentee as an equal learner.

Building the Foundation

The mentor provides the mentee with information. The mentee may not understand it, but will have it, and be able to use it when it is needed.

Demonstrating & Sharing

The mentor demonstrates how to work through a real life problem by sharing their experience, strength, and hope on an issue they have worked through and resolved.

Reflecting Mentee's Progress

As the mentee makes progress in recovery, the mentor points out the growth that has been made.

The Solution

We adopt the program principle: *The solution is to become your own loving parent.* As Loving Parents to Inner Children, we guide them through the stages of healthy emotional development. In the Steps below, we have included the developmental milestones.

12 Steps in ACA Recovery

Steps 1-3 (Give Up)

1. We admitted we were powerless over the effects of alcoholism or other family dysfunction, 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 understand God.

Steps 4 – 7 (*Fess Up)

4. Made a searching and fearless moral inventory of ourselves.

We inventory our emotional foundations (values, beliefs, words, and actions).

We define our identity (likes and dislikes, needs and wants, talents and shortcomings, as well as inconsistent values, beliefs, words, and behavior).

We identify the neglect, loss, fear, abuse, and trauma we suffered.