1. **What are the attributes of a good sponsor?**
   - Good listener
   - 12 Step experience (ongoing)
   - Patience/Kindness (first)
   - Directness/Intuition
   - Nonjudgmental
   - Challenges me
   - Availability
   - Abstinence
   - Have a sponsor
   - Trustworthy
   - Agreement on joint expectations
   - Flexibility
   - Honesty

2. **Why do you sponsor? What do you get out of it?**
   - Reminder of what I need to do
   - Continue to evaluate your program
   - Because I was told to
   - Giving away what I have learned
   - Keeps me honest
   - Build a relationship
   - Get you out of isolation
   - Sincere desire to help others

3. **Helpful tips to the new sponsor.**
   - Be familiar with literature and continue to use over time
   - You only have to stay one step ahead – share by sponsor
   - Be a good listener
   - Suggestions rather than directions
   - Each person could use different tools/help etc.
   - We are all responsible you for our own recovery
   - Be honest

4. **When should someone start sponsoring?**
   - After Step 5 possibly
   - When Higher Power lets you know you’re ready
   - Talk to your sponsor about it
   - Talk to newcomers to “practice”
   - Experiment with co/sponsoring

5. **What guidelines do you set up at the beginning for your new sponsee?**
   - Use Dignity of Choice pamphlet (put in link)
   - Call every weekday for 15 minutes
   - Honesty
- Tools include going to meetings
- Nutritionist within 30 days
- ABC List
  - A – Foods you can eat
  - B – Foods I have to measure
  - C – Binge foods
  - D – Unknown as of yet
- Co-sponsor – you can expect
  - I won’t give advice
  - I may just sponsor on food
  - I may just sponsor on steps
  - I may just sponsor on spirituality
  - I won’t nag, just encourage
- Style
  - Rigid
  - Gentle
- Talk up front about expectations of sponsee
  - Communication
  - Step work
  - Abstinence/Good plan
  - Spiritual
  - Willingness to seek additional support if requested

6. What suggestions do you have for a sponsee who argues or complains with no change to their actions?
- Stay on Step 1
- Listen
- Active Listening
- Try another sponsor – maybe not a good match
- Lifeboat – lifesaver – this is the one I have
- Start reading step 3 in the first person
- “Do you want to be right or do you want serenity?”
- Can you get them to tears – “It sounds like you are really angry” – go or feelings underneath – identification
- Ask “How can I help you? What do you need right now?”
- Guiding sponsee to self-awareness and accepting
- Listening well – try to find out what the problem really is
- Sharing own experience
- Taking self-inventory (sponsor)
- What are you (sponsee) willing to do?

7. Are there certain ways to sponsor:
   a. Newcomer
   b. Chronic Relapse
   c. Bulimic
   d. Restrictor
   e. Anorexic
   f. Compulsive Overeater
g. Gastric Bypass  
h. Your former Sponsor  
i. Longtimer

Are there certain ways to sponsor certain members?
- Tell your story  
- Read the doctor’s opinion and discuss step one.  
- Discuss
  - a food plan (get professional input, present Dignity of Choice pamphlet)  
  - trigger foods (try to identify them to start, 30 questions/30 days)  
  - food history  
  - expectations regarding sponsor/sponsee relationship  
- Face-to-face meeting early on  
- Sponsee’s failure/success abstinence in not the responsibility of the sponsor  
- Regular/frequent contact

Newcomer?
- Be available, even proactive in creating contact  
- Help them to feel at ease

Chronic relapser?
- Set expectations about sponsors “letting go” of sponsees (sponsor preference)  
- It helps to have sponsor who has relapsed and recovered from it  
- Make clear...  
  - relapse is an act of self-will  
  - the necessity of 100% powerlessness  
  - that that first compulsive bite was the last thing to go

Bulimic/Anorexic?
- Each may have to be considered separately  
- Plan of Action  
  - Work with professional (depending on the extremity of the case)  
  - Abstinence is more than the food (behaviors such as purging, exercise, restricting)  
  - Need a food plan (worked out with a professional)  
  - Preferably a sponsor’s food addiction/behavior should be identifiable to the sponsee

Compulsive Overeater?
- Nothing separately

Gastric Bypass?
- No judgment about how they did it; bypass is just another diet

Long-timers?
- Be humble (elder statesmen vs. bleeding deacons)  
- Forget everything you think you already know  
- Continue to be teachable  
- Tell your story

How do you have your sponsees work the steps?
- Big Book and AA 12x12  
- OA 12x12  
- Must accept powerlessness completely (100%), or nothing else will work
8. How do you ask your sponsee to create/work an action plan?
   - Step study – using OA Literature
     - 30 questions in 30 days
     - Slipping and Sliding questions (relapse questions)
   - OA Workbook
   - Growing through the twelve steps
   - Ask about daily activities
   - Goal for this week (10 minutes)
     - Exercise
     - Buying groceries
     - Paying bills
     - Personal relationships
     - 4th step
     - Spirituality – making amends
   - Spirituality
   - Humility vs. being humble (low self-esteem)
   - Commitment and Discipline
   - If you can’t follow through be honest
   - If not willing to do so as sponsor suggests discontinue discussion on that issue
   - Ask sponsee for food history and expectations

9. Tips for when you are “let go” /fired by your sponsee
   - Don’t take it personally – take it to your sponsor if that happens
   - Find someone else
   - Be gracious about the offer
   - Leave relationship open
   - Thank them for their friendship
   - At first
     - Suggest – let’s try it out
     - I’m not your HP
     - Your program is not my responsibility it is yours and HPs. I’m here to assist

10. Does your area have enough sponsors? What is done to find new ones?
    - List of sponsors on OA website
    - No – check with other groups in the area
    - Have an Abstinence workshop
    - Encourage people to ask fellow group members
    - When you’re ready, a sponsor will show up

11. Things you’ve learned from your sponsors
    - Have a “Spiritual snack” by reading program literature throughout your day
    - You are not responsible for another’s life/abstinence
    - Important not to ‘control’ others
    - Open to on-going relationship – who’s doing the work
    - Know when to set limits
    - Eat properly
    - Learn about other compulsions you have (worry, fear, etc.)
Take responsibility for yourself, your actions and your reactions
How to work the steps
Honesty
Being yourself.
Knowing your faults, don’t assign blame
You get out of it as much as you give

12. How do you sponsor?
- With great care and kindness
- Work steps
  - OA 12 x 12
  - AA 12 x 12
    - Read, write and share
- Learn from own sponsor what to do
- Require rigorous honesty
- Minimum number of check in calls a week
- Get a plan of eating
- Use the tools
- Give assignments
- Ask questions
- Listen
- Go to meetings (with sponsee)
- Read the literature

13. What tools should a sponsor have to work with?
- Phone and time commitment
- Writing – assigned questions
- Literature – Start with the 30 questions in the sponsorship pamphlet
  - Sponsoring through the 12 steps
  - 12 steps for you and your Sponsor
- Pre-commitment questions (H.O.W. format)
- Big Book – Steps!!
- OA 12 x 12
- Plan of eating Food plan
- Written action plan if needed, specific circumstances
- Start small
- Meetings
  - Face-to-face
  - Phone
  - Online
- Service – encourage sponsees to do service – this helps them feel a part of the group
- Having a sponsor of your own to confer with
14. What do you look for in your own personal sponsor?
- Someone who is spiritual, has a good relationship with own HP
- Someone who is recovered

15. As a sponsor, when is it okay to discuss a complicated/concerning issue in regards to a sponsee? And who should that someone else be?
- My sponsor. I don not tell her the name of the sponsee, but I explain the situation
- If my sponsor is stumped, we both call 3 people about the issue
- My favorite sponsor prayer is, “God, I got nothing here. This one’s yours.” My sponsees need to know I don’t know everything and I do go to my HP to get help to know what to say.

16. How has having a sponsor advanced your recovery?
- If I wait long enough, every voice in my head is a “Higher Power”. So I need a sponsor to be a sounding board, a voice of reason, keep me focused in the solution
- I just don’t know how to do it without one
- Daily reprieve to keep me out of insanity
- Accountability: my sponsor knows when I am full of malarkey. She hears the dis-ease in my words and directs me back to sanity
- She can do what a counselor can’t do because she has lived the dis-ease herself
- The blind leading the blind means we both end up in the ditch. So I need someone in recovery
- I respect and trust my sponsor and need to bounce thongs off of her
- A unique relationship, not my friend, not responsible for my recovery