

**Meeting 9:30-10:30 Saturday Morning
Church Cottage 2004 Sunset Cliffs Blvd.
Contact Number (619) 723-6109
email: recovery@misogynon.com
website: www.Misogynon.com**

Misogynon is a compassionate witness. It acknowledges the distressing and frightening circumstances that women live with who are trapped in the cycle of a troubled, abusive, violent relationship. It provides an opportunity for support, recovery, and personal freedom. Misogynon is a Twelve Step, Twelve Tradition Program of **recovery for women** who are surviving the effects of these relationships. Feelings of great sadness, grief, loss, & anger will surface. We are here to acknowledge, validate & honor those feelings and your reality.

Preamble: Misogynon is a **fellowship of women** who share their experience, strength and hope with each other that they may solve their common problem and help others to heal and recover from the effects of their troubled, abusive, violent, relationship. The only requirement for membership is a desire to heal and recover from the effects of a troubled, abusive, violent relationship. There are no dues or fees for membership in misogynon, we are self supporting through our own contributions. We are not allied with any sect, denomination, politics, organization or institution. We do not wish to engage in any controversy, neither endorse nor oppose any causes. Our primary purpose is to recover and heal from the effects of our violent relationships and help other women do the same.

The Twelve Steps

1. We admitted we were powerless over Misogyny that our lives (including our relationship) had become unmanageable.
2. Came to believe that a Power Greater than ourselves could restore us (and our relationship) to sanity.
3. Made a decision to turn our will and our lives (including our relationship) over to the care of God, *as we understood Him*.
4. Made a searching and fearless moral inventory of ourselves and our relationship.
5. Admitted to God, to ourselves and to another supportive person the exact nature of our wrongs and the conditions of our relationship.
6. Were entirely ready to have God remove from us every single defect of character and, if necessary, remove us

from our defective relationship.

7. Humbly, on our knees, asked Him to remove our shortcomings, heal, and if necessary remove us from our defective relationship.
 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 (including our relationship) and only when we were wrong promptly admitted it.
 11. Sought through prayer and meditation to improve our conscious contact with God, *as we understood Him*, praying only for knowledge of His will for us (including our relationship) 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 other women trapped in the effects of a violent relationship and to practice these principles in all areas of our lives.
- The Problem:** Unrighteous Dominion. In adult couple relationships verbal, physical, emotional, economic, spiritual, psychiatric, psychological, sexual, violence is a gender issue. Men who abuse believe they have a "right" to dominance. They believe they are superior. That women are subordinate to them (Patriarchy). Verbal violence is hostile aggression. The perpetrator is not provoked by his mate. It is not about anger or losing control; it is an intentional choice he does it because he gets away with it; to maintain power and control - he does it to **break her spirit**. Soul murder. Spiritual violence. Spiritual warfare - & he wants to win. He has a tremendous sense of entitlement- he sees himself as special, unique, a tragic/ happy -go- lucky hero. **Verbal violence becomes more intense over time**. He rarely, if ever, seems to want to share his thoughts or plans with us, threatens abandonment ("abandonment talk"- LOOK AT YOU, YOU are a very sick women, YOU are crazy, It's never going to work, It's only a matter of time) or tells us to leave if we don't like it. Shuts down, withdraws, punishes. Verbal violence always discounts the partner's perception of the abuse (if he's been choking, kicking, kneeling, throwing, spitting, pinching, pushing, burning, stabbing, pulling, shoving, tripping, slamming doors in our face-he'll ask have I ever hit you? or he's just telling the truth, we are too sensitive, or he was just joking). He will exclude us, keep his back to us, he'll pretend he doesn't notice us, that we're not there, that we don't exist.

Has us follow or chase (run) after him. Constantly criticizes & belittles us. He won't bathe, shave, or clean up after himself. Leaves things unfinished. He controls **all** the finances. If we are the provider he will do everything possible to run us into debt, bankruptcy, or some kind of ruin. He will not repay what he owes, has borrowed, or stolen. He **rarely** contributes. **He doesn't know how to give**. He seems to take the opposite view from us on almost everything we mention. His view is not qualified by I think or I feel as if our view were wrong and his were right. He will leave us or put us (& our children) out in the middle of the night without clothing, food, water, transportation, money, he will let us take the "rap" if it will get him off the hook. He will leave us holding the bag. He never lives up to his agreements. He adds to our life burden...He is a bully and a tyrant. He needs to destroy us.

Physical violence always begins with verbal violence.

Like other forms of domestic violence (incest, molest) verbal, physical, emotional, economic, psychological, sexual, spiritual violence is **SECRETIVE** and progressive. **Usually** (he can go "public") only the partner of the abuser hears it or knows about it. His tactics can be covert or overt. It is insidious, defies articulation, difficult to explain or ask help from others. He can be so funny, glib & charming when others are present. In the beginning he may have been that way with us, but once there is a "commitment" (ours- he has no problem being married to two women at the same time) he becomes a completely different person. He is still funny, glib, helpful, charming to others, but to us he is hateful, hate-filled - constantly & progressively more-critical-vile-punishing-manipulative -angry---toxic-----controlling-sullen-irritable-unpredictable-undermining-----silent---uncommunicative - disrespectful - humorless -explosive-hostile-sarcastic - unable or unwilling to express his feelings-jealous-quick with comebacks-or put-downs-demanding - argumentative-he blames us for every thing-no matter what we do it is never right or good enough-no matter what we say or how we say it, he will take an opposite view, deny, diminish, twist, or negate what we have to say. He negates, denies, diminishes us, our existence and our experience. He will deny the abuse, (acting as if nothing has happened) **& he will do it again** (even if he apologizes) & it always gets worse.

He gives others his undivided attention, using them as wedges (come betweens) to exclude, devalue &/or diminish us & to prevent intimacy or communication. He will tell them that we are delusional, "crazy", mentally ill, menopausal, "out of control", got what we wanted, menstrual, premenstrual, a man hater, a man basher, controlling, he was in a black out, he is" new " in sobriety, he has a lot of "time" in sobriety, he's on a spiritual path, he prays the rosary, he prays on his knees, he sings in the choir, he can't understand what the problem is, and/or that he is the one being abused. He will encourage other men (especially his "friends" -they feed off each other-), the family, the group, our peers to (knowingly or unknowingly) abuse or torment us, while he is always innocent, sometimes he will even feign "concern" for us.. He loves to put on the "con", the situation will never be resolved--it always gets worse. ever increasing negativity and brutality. The more we tell him, the more we try to communicate, the more he will withhold--he is entertained by our attention, distress and pain--he'll strut about basking in the power that he feels.The more we accomplish thinking he will be happy for us, the more he trivializes and diminishes our efforts. His criticism of us and those that are close to us becomes progressively more cruel and brutal. The more we let go and depend on others for companionship, he becomes still more angry, miserable and hostile. He is never satisfied no matter what we do or don't do...and heaven forbid we should react to his cruelty and mistreatment...He sees us as the enemy, or a threat who must be controlled. His words & actions are his weapons. To himself he is who he "thinks" he is -an ideal image he takes himself to be. He doesn't have to deal with his anger, fear, self loathing. When these do surface their source to him is us, his partner (projection)Through this projection he will blame us for all the abuse that we suffer. In order to maintain this ideal image he has of himself he will be compelled to increasing self aggrandizement & a correspondingly greater disparagement of us. He is terrified of being abandoned (& has no desire to overcome it.) He will start something over nothing so he can rage, make a mess & leave slamming the door &/or screech off in his vehicle or roar off on his bicycle.He will control & manage all physical, verbal, sexual, emotional, financial, spiritual abandonments-if we do leave him, threaten to leave, tell him no -he will punish us (& our children) He orchestrates all abandonments.

He is our : husband, boyfriend, father (in-law), brother

(in-law), son (in-law), roommate, boss, landlord, confessor, counselor, peer, he is professional, blue collar, cleric, royalty, employed, unemployed, educated, uneducated, Christian, nonbeliever, popular and trusted member of the community, a felon, a high ranking government official, a street person, "clean and sober", a drunk, a respected, involved member of his church, born again, reborn, charismatic, a postmaster, on the run.

He----- is-----wants----will-----or----- needs

Takes hostages, lacks empathy and compassion. He needs to control, dominate, subjugate, annihilate, incapacitate, degrade, humiliate, debilitate, ruin, undermine, destroy us. He is adept at manipulating the system. He will never be held accountable, He never lives up to his promises, oaths, covenants, agreements. He will do everything possible to separate, alienate, isolate us from family, friends, peers and support groups. (These will often betray and insult us, condoning his behavior by somehow blaming us for his cruelty i.e. didn't you see this coming, why did you marry him, why did you stay with him so long, why did you let him come back..) He excludes us from his plans, social and family functions. Or somehow spoils it if we are included. He will spoil and/or sabotage any plans that we might have. He is never there when we need him most; the first of the month, special occasions, family functions, moving, illness, surgery, holidays & weekends are experiences from hell. He rarely contributes, he always takes. He lies without compunction. When relaying directions &/or instructions he leaves out vital information. He refuses to discuss anything, he's "so busy", he's on call, he has something more important to do; "work", take a nap, take a trip, surf the web, watch television, read the paper, listen to talk radio, practice his golf swing..He will insinuate that everyone else knows or says there is something wrong with us &/or our personalities. He ingratiates himself to others, he likes to act "single" -flirts with the women (& gay men) making sure we see or know about it, compliments the men. **A real nice guy to others**. Competitive towards us, sullen. When II starts his face becomes tense and contorts with rage - disgust - grotesque - diabolical. His body becomes rigid extends over us - threatening, intimidating, controlling, powering over, right in our face. Tell him whatever you need to to get out. He is a real Dr. Jeckyll, Mr. Hyde -He will use "god" -(his god is a loving god) prayer, the Bible, bible verses, religion, AA's clichés, 12 steps & Big Book to toy with our perceptions & justify his behavior. He thinks he's the smartest person in the world.

We Feel -have -are - (DVAS) Domestic Violence & Abandonment Syndrome hypervigilant, never sure when the cycle of abuse will begin again or what the cause will be. We can't recall saying to him "cut it out" or "stop it" (or have given up saying it.). We feel if only we do more, are more tolerant, loving, giving, understanding, forgiving, give him whatever he wants, when he wants it (sex (or no sex) always on his terms) he will stop being vile, mean, cruel, angry...we feel ; off balance, rattled, unsure, spun, unbelieving that this could be happening, depleted, sucked dry, lost, always needing to apologize or explain, disconnected, confused, disoriented, cut off, isolated, alone, needing clarification but too fearful to ask or asking and not getting it. We feel held -as if in a spell - trapped, unable to leave with any closure, resolution or finality, afraid. Generally bugged by the simple presence of another person, discovering that we were mistaken in our evaluation of where we stood or what it was all about. (this includes family and friends) Threatened .

We are, have become, or experiencing -- DVAS :

fatigued, exhausted, tired all the time, never refreshed, a complete loss of ourselves, forgetful, unable to process information, get or stay organized, prone to nightmares, insomnia, trips, slips, & falls, fender benders or near misses, weight loss, weight gain, impaired sexual desire, a constant feeling of uneasiness, an icky, gut wrenching slime bucket, loss of enthusiasm, loss of spontaneity, in a prepared on guard state, not sure how we are coming across, concerned that there is something wrong with us, an inclination to soul search & review incidents with the hope of determining what went wrong-how we might have been at fault, apologizing just to placate him. a growing self doubt, an internalized "critical voice" (or critical, non supportive out side voices), a constant connection to him sexual - psychic, physical, emotional, a phenomenon, held as if by a curse or spell, unable to get away, disbelief -we are experiencing a nightmare without end, a deep-deep sense of sadness, an anxiety or fear of being crazy (this is often reinforced by his or outside comments), a desire not to be the way we are, a hesitancy to accept our perceptions, an inability to make decisions, a desire to escape or run away, a belief that what we do best might be what we do worst (this is reinforced by his constant criticism), a continuous sense of dread, unable to please him or do anything right, dying may be something we look forward to, debilitated, drained. We don't like what we are becoming.(misogynized-like him)

We Mistakenly Believe That he cares about us and our well-being, if only we were better able to express and explain what we mean, he wouldn't be so angry or disgusted with us, if only we didn't have some inexplicable problem in perception, we wouldn't take things the wrong way, if only we weren't so inadequate--we wouldn't feel so much pain and hurt, that he is sincere, that he is the same way with everyone and they don't make him mad, so there must be something wrong with us, like he was always saying "this is what I'm talking about ..I don't see us being happy -you make me do this, you make me drink, you're going to make me drink, you, you, you are the problem", that we are suffering needlessly because of some lack or flaw. This lack or flaw is not particularly defined but is instead a general sense of inadequacy derived from countless accusations (which he will reinforce by saying "everyone says"), **we mistakenly believe, if only he** would find religion, be reborn, born again, stopped doing drugs, got into recovery, bonded with his inner child, dealt with his anger issues, "childhood issues", intimacy issues, commitment issues, abandonment issues, went to therapy, stopped smoking, started smoking, got a job, got a better job, got a degree, got a better degree, then the tyranny would stop **or if we** were younger, prettier, thinner, smarter, prayed more effectively, better, or right-things would get better, got into recovery, became more religious, more holy, more fervent, more faith filled, were more chaste, celibate, married in a church, renewed our vows, were more self responsible, more successful, more loving, more understanding, more forgiving, more assertive, more submissive, more in touch with our inner child, changed our thinking, raised our self esteem, stopped creating/ recreating these types of relationships, healed our family tree, stopped being codependent, stopped enabling, "let go", got therapy, took antidepressants, dealt with our childhood issues, intimacy, commitment and abandonment issues, forgave our parents, forgave our perpetrators, forgave ourselves, forgave him, stopped being the victim, developed better communication skills, wore bright colors, sat up straight -things would get better- did more for him and others- then the tyranny would stop.

We have seen-experienced - are : If we are vulnerable, grieving, pregnant, postpartum, convalescing, the tyranny will increase,- **we have learned to overlook unkindness, disrespect, disregard and indifference** as not important enough to stand up to, upsetting incidents are denied by the abuser anyway, and we think we are wrong, we forget

our upset feelings when the abuser is intermittently friendly-sometimes even charming, the abuse is very subtle--the control increasing gradually over time so that we gradually adapt to it. The abuser controls (along with everything else) the interpersonal communication and therefore, the interpersonal reality by refusing to discuss **anything**. The abuser blames us for upsetting interactions, and we believe him..., we may be absorbed in raising a family, running a business, developing a career, we ignore the problems in the relationship, thinking nothing is perfect anyway. "Car Jumping" we jump out of moving cars to get away from him, and are run over in the process, while our children are watching and crying in the back seat. At times the abuser is not abusive and we forget the bad times, he was nice in the beginning so we know he can do this (be nice), we are spinning - too stunned or thrown off balance to think what is happening to us- he constantly twists everything that we say. We have given up demanding that we be treated with dignity and respect and even if we do he always misconstrues our demand, needs or requests and twists our meaning into a hateful interpretation of his own. Our reality has never been validated. Others don't see the abuse and think maybe we are imagining it or perhaps we are not doing enough or are not submissive enough or we are not acting happy enough to please him (or they don't want to hear about it, after all he's the "nice guy" to them all charming, funny, helpful, considerate. We believe he is rational and that there is some reason for what he says and does. He is alternately abusive and nonabusive so we are never sure whether or not the relationship is working. We are starved for support, affection, caring, touching, sharing, a demonstration of good will. His behavior becomes progressively more cruel, tormenting, tyrannical, and violent. ---no matter what. The more committed we become to him, to the relationship or to working it out, the more we give in -the worse it gets. **We never know what is going on.** **Know** that you are not to blame or at fault. His mother, grandmother, aunt, sister, daughter, niece, girlfriend, ex-wife are not to blame or at fault. You do not "attract" or "pick" these kinds of relationships. He was attracted to your abilities, energy, humor, looks & *spirit*. You can be certain that you are not anything he has told you, you are. He has actually been seeing describing himself. His sole intent in engaging or reengaging with us is to proceed with his "game" of persecution, devastation, victimization and spiritual warfare -which he fully intends to win.

If at all possible Don't keep his secret (***he is counting on that***) - it will always get worse. **Stop** trying to make it work, **Stop** opening up to him. **Stop** communicating with him about the problem (or anything else). **Stop** answering his questions...**Stop** apologizing, **stop** explaining, doing, giving, telling him everything, **stop** giving him gifts. **Leave and start a new life**. Prepare to leave and start a new life. If it's happening at work leave and get a new job. Prepare to leave and get a new job. Surround yourself with supportive, validating people. (do not be discouraged when those you thought would be there for you aren't.) Trust **your** perceptions ---this is happening to you believe it or not. Develop a safety plan (leaving is the most dangerous time.) Seek out counselors, priests, attorneys who are familiar with and understand misogyny, domestic violence and are empathetic and concerned for you and **your well-being**. Read and reread books that remind you - you are not the problem, that no matter what you do or don't do the violence will **always** get worse. Get out as much as possible, school, work, support groups, church, family, walks...If he "**cries**" and says that he loves you but is no where near perfect, or that he has his issues but is going to change chances are slim to none that there will be any noticeable improvement. He can seek out help from therapists, priests, groups that deal with **his** problem; his belief s justifying power over, control, violence, battering, abuse, domination and his need for violent abandonment. Most of the time he won't be interested in getting help or changing, after all we are the problem, at fault, to blame, or in some way defective, and he **enjoys** being " king" having power over us, tyrannizing us, **having it his way**. If **his** counselor, therapist...wants to meet with you, **don't**, suggest they read the recommended books instead, if they understood anything about misogyny they wouldn't be asking to meet with you. **Set Bottom Lines**: DON'T CRY, beg or plead. Don't initiate (phone calls, conversations, reconciliation) Don't respond to his questioning or if necessary use supportive people to you, or disinterested third parties as go betweens. **Don't reengage**. Don't just have sex with him. Don't wait for him. The **pain & anxiety of withdrawal (abandonment) can be distressingly acute & very intense, even terrifying -but it will end. The abandonment, the pain, the anxiety of staying with him will never end. We will support you no matter what your decision. Whether we stay or go our answer is still more spiritual development.**

If you must stay or can't leave Stay away from him Don't initiate. Don't give him gifts. Don't have conversations with him, don't respond to his questions - say stop - stop now! (& disengage). Have a safety plan. Leave as soon as **IT** starts (if you can- take the children with you.) Tell people what is happening, if they can't be supportive tell someone else... Keep a bag packed ready to go- (or keep one at a safe house.) Keep/or accumulate enough money to take care of yourself (and children) for a few months.. (years..) Have somewhere you can go for awhile...supportive family or friends - locate shelters. **Do not give him information (or anyone else)** - i.e. where you would go if... how much money, property you have etc.....The less you tell him (or his " friends"-) the better - do not try to engage him (or his "friends") in conversation, especially if you have already done **everything possible** to work it out, do better, get therapy, take medications, explain, apologize, give more, "take the rap", pray forgive...Take care of yourself, stay in touch with others who know and validate your reality, and are supportive of you and your well being. Whether you go or stay meditate and pray - work all the steps - continue to develop spiritually. Give special attention to abandonment (it is progressive and is on it's own an addiction)which he uses very effectively as a weapon to control us. Abandonment can be overcome and/or the suffering generated from it can be channeled constructively. Keep a journal (don't leave it out.) Don't medicate, take drugs or drink alcohol (these are not effective & they make us victim to our circumstances) - leave as soon as **IT** starts - don't argue or retaliate or try to talk it out - just go. If the police are called you have the right to remain silent, what you say may be used against **you** & be(**very**) calm - or you might be the one that gets arrested. He will do everything possible to make YOU act and look out of control. **It will never be fun, you will not be permitted to be happy or successful. There will never be any reciprocity. He will always undermine you. (& so will his "friends")** **COME TO TERMS with the knowledge that your abuser is not loving, valuing or respectful of you and has no concern for your well being. (Or that of your children & neither do his" friends"...**)

Third Step Prayer: God, we offer ourselves to Thee to build with us and do with us and our relationships as thou wilt. Relieve us of the bondage of self, that we may better do Thy will. Take away our difficulties (including those in our relationships), that victory over them may bear witness to those we would help of Thy Power, Thy Love,

and Thy way of life. May we do Thy will always. (Adapted from Alcoholics Anonymous Big Book pg63)

Seventh Step Prayer Our Creator, we are now willing that You should have all of us, good and bad (including our relationships). We pray that You now remove from us every single defect of character which stands in the way of our usefulness to You and our fellows. Heal, and/or remove us from our defective relationships. Grant us strength as we go out from here to do Your bidding. Amen (Adapted from Alcoholics Anonymous Big Book pg. 76)

The Fact is that most of us , for reasons yet obscure, have lost the power of choice in our relationships. Our so-called will power becomes practically nonexistent. We are unable, at certain times, to bring into our consciousness with sufficient force the memory of the suffering and humiliation of even a day or week ago. We are without defense against the first interaction with the misogynist(Adapted from the Book of Alcoholics Anonymous pg 24)

Relationship Inventory: Do you feel safe, protected, loved?___Does your mate enrich your life?___Does he bring you joy?___Do you think the same way?___Do you share the same dreams?___Does he help? childcare?___cleanup?___Is he affectionate?___Does he make you laugh?___Does he show good will?___Does he share his plans with you?___ Does he include you?___Does he talk with you during meals?___Does he ask you what you would like to do?___Do you look forward to being with him?___Do you feel peaceful after sex?___Does he spend nurturing time with you after sex?___Does he woo you before sex?___Do you feel peaceful when he leaves?___Do you feel peaceful when you hear him drive up?___Does he apologize if he is hurtful or mean or late?___Does he call to let you know if he is going to be late or is not coming?___Does he share his things, money, time, feelings with you?___ If something is too much or too heavy for you does he help?___Does he greet you in the morning and tell you that he loves you?___Does he kiss you good night and tell you that he loves you?___Does he ask what do you want? what would you like?___Not to make up, but "just because" does he surprise you with notes? flowers? kisses? touches? hugs?___Does he acknowledge you when he leaves, with a look, a smile, a touch?___Does he acknowledge you when he arrives with a greeting, a look, a touch?___Does he hold you or touch you with out expecting sex?___Does he let you initiate sex?___Do you enjoy your vacations together?___Is traveling

pleasurable, relaxing?___Are holiday and family gatherings fulfilling and pleasant for all?___Does he make you (or those you care about) feel cared about or part of?___Does he offer encouragement in times of sadness or stress, or when something important to you comes up?___Is he acknowledging and respectful of you in front of others, the children...?___Does he keep his promises, agreements, contribute his part?___Does the relationship grow in richness over time?___If you answered yes to at least seven of these there maybe some hope **If he acknowledges that his beliefs (old ideas) are a problem and is willing to change.** -**Stop** trying to figure it out. **Stop** asking "why". **Stop** just talking about it. Incorporate the Twelve Steps of Misogynon into our daily lives. Continue (each day) to take personal inventory, listing (journaling) our resentments, fears (pay special attention to abandonment), relationships (sex conduct harms and sex conduct that is other than harmful) and all other harms and wrongs. Stay current with amends, & events, fellowship with others, write, share , & pray together. Inventory each day. It works. Get to know who we are list the positive along with the not so positives ask God to remove the not so positives...pray and meditate each day. Reach out to others who we know or suspect might be involved in a violent relationship, be supportive of them. Go to meetings, church and other nurturing places.. Pray for him & ask God to help and believe that He will (if necessary act as if) Without Him we are totally without defense. We cannot manage our lives and our lives have become unmanageable - especially our relationship **there are many helpful programs and books;** The Big Book of Alcoholics Anonymous - The Bible - The Verbally Abusive Relationship-Patricia Evans -You Can Heal your Life-Louise Hay-Men Who Hate Women and the Women Who Love Them Susan Forward-Christian Men Who Hate Women and the Women Who Love Them. Margaret Rinck-Letters from Women Who Love Too Much Robin Norwood. SLAA Basic Text. AA (Womens meetings) -Coda - Gammanon - Sanon - ACA **Note:** whether you stay or go the situation is **dangerous** you (& your children) are at risk. DVAS= incest, VD, AIDS, bruises, cuts, fractures, shattered eardrum, miscarriage, premature birth, abortion, child abuse, loss of custody, **relapse**, destruction of the family (his & ours), homelessness, homicide, suicide, jails, institutions, death, **& DENAIL**

It's Happening at Work

Can't seem to please him no matter what you say or do? He twists everything that you say? He excludes you, isolates you from your peers. Undermines you. Gives you too many instructions, leaves out vital information when his is relaying directions, keeps you waiting, seems to have no concept of time or how long it will take to accomplish what it is he says he wants you to do. Constantly nit-picks, finds fault, his criticism is distorted, misrepresented and often fabricated. He consistently refuses to value, recognize, acknowledge and praise you and your contributions, and achievements. Constantly attempts to undermine you and your position, status, worth, value and potential. For a mistake or error of yours, however trivial, action is taken against you, he will often take action against you for the wrongs, errors, mistakes of others. He excludes you from what's going on, overrules, ignores, belittles demeans and patronizes, alone or in front of others, he humiliates, shouts, (or uses slow very measured tones) threatens. Overloads you with work, or takes it all away, takes your work and the credit for it....increases your responsibilities and takes away your authority, refuses or takes away annual, sick, or (especially)"compassionate" leave. Never allows time for training necessary to fulfill your duties. Withholds vital information always but especially during probationary and evaluation periods Sets unrealistic goals and then changes them as you approach them. He changes deadlines on short notice or with no notice- your not informed until it's too late. Everything you say is twisted, distorted, and misrepresented. If you respond to his questioning - you are being insubordinate. If you don't offer an explanation -then you are refusing to reply. Disciplinary procedures with verbal and written warnings are imposed for trivial or fabricated reasons and with out proper investigation. He likes to issue his disciplines, threats, warnings, just before a long weekend, or a holiday like Christmas...or on the anniversaries of the death of a loved one..He coerces you into leaving through no fault of your own, (constructive quit/dismissal), or forces retirement,

Always spoils your time off, weekends, holidays. Has no concern for your well-being. Always follows a compliment or reward with some kind of a reprimand. Can't be alone with him, his tactics are covert and overt - Feigns concern for you or about you to others. He will use his size, tone of voice, and presence to overpower, overwhelm and intimidate you especially when you are alone with him. Very quick with comebacks, cuts you off when you are asking for clarification. Miscommunicates to you through others. Changes his instructions to you through others, using a subordinate or a peer. Lies to you and to others about you. Seems like he's playing some kind of diabolical game (and he is..) Interrupts you when your doing something that requires concentration and for which you will be held accountable (financially..) , turns off the lights - and/or has you do something else instead. Disciplines you for the mistakes of others. Does everything possible to ensure that you won't be successful, happy or well thought of. Makes disparaging remarks about the way you look, dress, sit, talk, walk, write. Diminishes or denies your accomplishments. Blocks your way or keeps you from getting by, "accidentally": trips, bumps, or shoves you. Encourages others to knowingly or unknowingly torment, harass, or disrespect you. No matter what you do or don't do the abuse gets worse. He needs to destroy you. No matter how submissive or how assertive you are his only objective is for you to fail. You can't work it out. He doesn't change his destructive agenda. It becomes progressively more threatening and cruel. If you become vulnerable grieving, convalescingthe abuse and intimidation escalates becoming even more intense. **Stop** trying to please him, **Stop** doing more, **Stop** communicating with him, **Stop** trying to work it out, or get clarification...do everything possible to get a transfer or a change of position. (but remember he will punish or undermine you) Seek out the support of compassionate coworkers, mentors. Your association has not been effective, he has told them that he has done everything possible to find a place where you might be of some use... he has

convinced them that you are ineffective, irrational, paranoid, menopausal, emotionally incapable of handling anything He has and, will do everything possible to make you look and act out of control, while he is always innocent even feigning "concern" for you. His boss or manager has and will not want to hear what you have to say, they may be expecting or supporting his "power over tactics". He is an astute purveyor of the paper trail. Leave and get a new job. Prepare to leave and get a new job. He has and will undermine any effort you make to leave or transfer. He needs to keep you where you are ...he enjoys having power over you, tormenting you. tyrannizing you. He enjoys seeing you distressed and in pain toying with you.. He struts about basking in the power that he feels. He lacks empathy and compassion. If you do try to transfer he will punish you. If you tell him no, he will punish you. If you ask your union, association, or his boss for help he will punish you. If you stay he will punish you and it always gets worse. No matter how attentive, how forgiving, understanding, or how much you do or don't do, how you say it or don't say it- he is never satisfied - whether you become even more qualified, take antidepressants, pray for him, forgive him-it will never be enough the situation will always get worse. You are at risk, physically, emotionally, spiritually, psychologically, economically, this is about spiritual warfare - he needs to break your spirit - He is a bully and a tyrant. He is in charge of all abandonments (transfers, terminations...) he will use the administrative system to intimidate and control you...he does not care if you are a single mother, grandmother, sole provider, grieving widow, (actually these are preferred) his agenda will always escalate ----if you have tried to leave him, transfer, or sought outside help he will destroy any opportunity for success even if you do manage to get out, get a new job, or transfer, he will continue to undermine you..he needs to destroy you, he needs to win.

Sample Meeting Format

Opening Statement

Misogynon is not an indictment. It is not blaming. It is a compassionate witness. It acknowledges the distressing and frightening circumstances that women live with who are trapped in the cycle of violent relationships. It provides an opportunity for support, recovery and personal freedom. During this process feelings of deep sadness, anger and/ or tremendous grief will surface. We are here to acknowledge and honor those feelings

The Serenity Prayer

God, grant us the serenity to accept the things we cannot change (including our relationships), the courage to change the things we can (including our relationships), and the wisdom to know the difference.

Amen

Literature Study

1. My name is _____and I welcome you here today.
2. We will go around and introduce ourselves.
3. Ask some one to read the preamble and the steps.
- 3b. We will now say the Third Step Prayer and The Seventh Step Prayer.
4. This meeting is a literature study and

discussion meeting. There is no cross talk or feed back during the meeting. Please keep sharing to your own experience. If you do have questions feel free to discuss them with someone after the meeting. Let whoever is sharing finish. Raise your hand or indicate to leader when you would like to share. When sharing ends there will be a 5 -10 minute timed meditation.

5. Leader now shares her experience for three to five minutes.

6. Begin literature study _____everyone can read a section or two and share on the reading or what is going on in their life. Reading and sharing ends at 10:15. There will then be a 5 - 10 minute timed meditation

7. 15 mins. before meeting ends begin meditation (use a timer) we are asking only for knowledge of God's will for us (including our relationship) and the power to carry that out.

8. meditation ends and we pray that we be shown all through the day what our next step is to be and that we be given whatever we need to take care of our problems (including those in our relationship)....we ask especially for freedom from self-will. (**adapted from Page 87 Big Book of Alcoholics Anonymous**)

9. Pass the seventh tradition.....and turn the meeting over to the secretary.

Secretary

1. We are here to support one another, no one knows what another person should or shouldn't do. We are here to heal and recover from the effects of our violent relationships, and help other women to do the same.

2. We have collected_____. We are in the process of establishing a Twelve Step Fellowship for women. This money goes for meeting room, books, printing, and business expenses (Phone, mailings etc.)

3. Are there any announcements?

4. At this meeting we remain seated and we do not hold hands for the closing prayer. -- Ask leader to close with a prayer of their choice.