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NA 50 2003

Proseguindo Rumo

ממשיכים הלאה... אל עבר החזון שלנו

à Nossa Visão

نسیر قدما نحو رؤیانا

Avanzar hacia nuestra visión

Moving
forward...

Двигаться вперед.... к нашей мечте!

toward
our vision

Att röra oss framåt... mot vår vision

私たちの理想に向かって前進する

Se rapprocher
de notre vision

پیش بسوی رویاها بیان

2004

World Service Conference

Conference Agenda Report

25 April — 1 May 2004

World Service Conference

Mission Statement

The World Service Conference brings all elements of NA world services together to further the common welfare of NA. The WSC's mission is to unify NA worldwide by providing an event at which:

- Participants propose and gain fellowship consensus on initiatives that further the NA world services vision;
- The fellowship, through an exchange of experience, strength, and hope, collectively expresses itself on matters affecting Narcotics Anonymous as a whole;
- NA groups have a mechanism to guide and direct the activities of NA world services;
- Participants ensure that the various elements of NA world services are ultimately responsible to the groups they serve;
- Participants are inspired with the joy of selfless service, and the knowledge that our efforts make a difference.

that one day:

**every addict in the world has the
chance to experience our message...**



**Conference Agenda Report
WSC 2004**

25 April — 1 May 2004

2004 Conference Agenda Report World Service Conference of Narcotics Anonymous

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NA World Services Vision Statement

All of the efforts of Narcotics Anonymous World Services are inspired by the primary purpose of the groups we serve. Upon this common ground we stand committed.

Our vision is that one day:

- Every addict in the world has the chance to experience our message in his or her own language and culture and find the opportunity for a new way of life;
- NA communities worldwide and NA world services work together in a spirit of unity and cooperation to carry our message of recovery;
- Narcotics Anonymous has universal recognition and respect as a viable program of recovery.

As our commonly held sense of the highest aspirations that set our course, our vision is our touchstone, our reference point, inspiring all that we do. Honesty, trust, and goodwill are the foundation of these ideals. In all our service efforts, we rely upon the guidance of a loving Higher Power.

World Board Report

Preparing for WSC 2004

Greetings from your World Board. We are writing this report in preparation for the 27th World Service Conference, to be held 25 April through 1 May 2004 in Woodland Hills, California, USA. We are distributing copies of this *Conference Agenda Report*, at no charge, to all World Service Conference participants and to every regional service committee. This CAR is available in English, French, Spanish, German, Portuguese, and Swedish. The translated versions of the CAR will be available at the end of December 2003. Any NA member, group, service board, or committee can purchase additional copies from the World Service Office, at a cost of \$9.00 or download the report directly from our website, www.na.org, at no charge. We take these efforts to ensure as wide a distribution of this material as possible and to provide NA members with several ways to access the material. (Please note that the download version of the CAR does not include the sponsorship draft material in Addenda A-D.)

The Conference and the CAR

The WSC is a vehicle for fellowship communication and unity, a forum where our common welfare is itself the business of the meeting. Now, as our 50th anniversary year comes to a close, we have the opportunity to hear the voices of more addicts in more places than ever before. We are truly a global fellowship.

The World Service Conference is the one time every two years when we all come together to make decisions about how we will move forward, as a fellowship, toward the fulfillment of our shared vision. *A Guide to World Services in Narcotics Anonymous* explains:

The World Service Conference brings all elements of NA world services together to further the common welfare of NA. The WSC's mission is to unify NA worldwide by providing an event at which:

- Participants propose and gain fellowship consensus on initiatives that further the NA world services vision;
- The fellowship, through an exchange of experience, strength, and hope, collectively expresses itself on matters affecting Narcotics Anonymous as a whole;
- NA groups have a mechanism to guide and direct the activities of NA world services;
- Participants ensure that the various elements of NA world services are ultimately responsible to the groups they serve;
- Participants are inspired with the joy of selfless service, and the knowledge that our efforts make a difference.

Even with all of the changes in our service structure over the years, the conference's purpose has remained "to be supportive of the fellowship as a whole, and to define and take action according to the group conscience of Narcotics Anonymous."

The conference's purpose remains the same; however, its structure and content have not. As we move closer to consensus-based decision-making, more and more of the conference's time is taken up in discussion sessions, both small-group and larger discussions. As with the 2002 conference, participants at WSC 2004 will spend much more time talking about issues than they will spend voting on motions. These discussions are a fundamental component of the changing nature of the WSC, where not so long ago we would spend seven long days in business session after business session, with motion after motion generating debate over one issue and then another. Now we have more of a chance to talk together in consensus-building discussions. These kinds of discussions help world services get input on a broader range of issues and concerns than a motion-driven session will allow. Though we are still learning how to make this "new" conference most productive, we already see positive results coming from these changes.

This conference marks the end of the first six years after the restructuring of world services. One full World Board term has been completed, and some of the motions in this *Conference Agenda Report* concern changes we are recommending to refine the structure of world services. As you will read in this report, we have accomplished some of our first major projects, and we have a strategic planning process in place. Much of this conference will be concerned with building on what we have worked together to accomplish so far and determining how to move forward so that "every addict in the world has the chance to experience our message in his or her own language and culture and find the opportunity for a new way of life."

While we have made great strides toward implementing a new system, some of those changes have been easier than others. Moving to one board, for example, involved a focused effort by one small group. Changes to the conference, on the other hand, require world services—including the delegates and, ultimately, the entire fellowship—to work toward a shared vision. And that vision is not always easy to conjure for any of us. After twenty-five years of thinking about the conference and the *Conference Agenda Report* in a certain way, we are all trying to be effective in a new conference with a new set-up and a new agenda. We have made the change to a two-year conference cycle and a conference dominated by discussion rather than debate, but we still have work to do to adapt fully to these changes.

One big question that we still grapple with is how to communicate the content of the conference in a way that allows interested members to give input and helps delegates to hear and digest that input. Do we think this *CAR* represents the best possible way to do that? No, we don't. The *CAR* is an evolving document, and we hope that conference participants will give us their thoughts about what changes could make it more useful. We're aware that many members have been trained, just as we were, to think of the *CAR* as simply a "motion container"; that is, there is a tendency to skim through the board report, or perhaps not read it at all, and head right to the motions because they are seen as the most (or only) substantive part of the *CAR*. As we move forward toward our vision, this document needs to become more and more about what we will spend the most time on at the WSC—that is, the fundamental issues driving our fellowship's growth—and less about specific business motions. Together we can create a *CAR* more in the spirit of the new WSC that can inspire discussion about the issues that are most relevant to our fellowship today.

And so, if you've made it this far without turning to the abbreviated motion page, we urge you to read on and try to think about the issues in this report with the same gravity with which you address any of the other material in the CAR.

Strategic Framework

Some of the most important things we will talk about at the WSC are the items contained in our "strategic framework." Some of you have read about our strategic planning process or have heard us report on the strategic framework at a world service event. For many of you, though, this may be your first introduction to such ideas. Even those of you who have been keeping pace with these developments may not realize the importance of the strategic framework.

The strategic framework is an outline of all of the major areas for change in world service's efforts. It increasingly shapes the work of world services as we try to become an organization that is defined by systematic and organized planning rather than scattered and reactive efforts. Ideally, the framework should outline the areas where world services most needs to focus in order to make our vision a reality. In this way, the framework is important to all of us; it outlines the changes world services needs to make and the goals we need to reach in order to best serve the fellowship. Our strategic framework helps world services act with unified, focused efforts toward specific goals that support our overall vision.

As we have reported previously, we are firmly committed to being a strategic board, one that is able to consider and affect the overall direction of NA World Services while not getting overly involved in the operational details. The strategic framework is our guide in this work. In short, if you want to help frame the future of world services, you'll need to be prepared to discuss these issues.

Moving Forward . . . Toward Our Vision is the theme of the upcoming World Service Conference. This theme springs from an analogy of our strategic process. We first explained this analogy in the July 2003 *NAWS News*, where we represented the strategic framework in a sketch of a boat sailing down a river toward the ocean. Our strategic framework is a map to the horizon, which signifies fulfillment of our vision statement. Our challenge is to create, maintain, and modify the strategy that will move us down that river toward our vision. Each conference cycle brings us the opportunity to move closer to that goal, and each cycle involves assessment and planning for the next. The World Service Conference is a crucial component in this journey, providing for an exchange of ideas, direction, and resources from the fellowship. As we continue to grow into all of the changes in world services, we hope that the conference and the CAR will increasingly help us craft the long-range view that our framework represents.

The following long-term goals from the NAWS Strategic Framework may seem distant to many of you. They direct how we, as a board, approach our work.

One way to think about these long-term goals is that they describe world services in a future state, when we will be operating at a level of performance required to fulfill our vision statement. Each conference cycle we hope to come closer to achieving these goals as we continue moving forward toward our vision.

NA World Services Long-term Goals

In a continuous effort to realize our vision, NA World Services strives to achieve the following goals:

CONCERNING THE SERVICE WE PROVIDE	<ul style="list-style-type: none"> ◆ To be a trustworthy leader with the foresight to identify trends and issues affecting the fellowship and the ability to develop innovative solutions to address them. ◆ To be a reliable resource for information about Narcotics Anonymous recovery and about access to our recovery process. ◆ To represent the interests and concerns of Narcotics Anonymous and the issues that affect the fulfillment of our vision. ◆ To create and deliver products and services that meet changing fellowship needs. ◆ To foster a worldwide community of members with unity of purpose and a keen sense of mutual accountability and support.
CONCERNING HOW WE OPERATE	<ul style="list-style-type: none"> ◆ To build productive partnerships throughout NA to fulfill our vision: relationships with other components of the service structure and local communities, and between board and staff. ◆ To build and sustain cooperative relationships with organizations and entities that address issues of addiction in order to raise awareness of Narcotics Anonymous as a viable option for recovery. ◆ To be a model of professionalism, setting high standards for service, efficiency in operations, and an unwavering focus on the needs of those we serve. ◆ To be responsive and accessible, inviting involvement and dialogue, and ensuring efficient delivery of products and services. ◆ To be an organization characterized by integrity and consistency, whose words and actions are driven by principles. ◆ To be a sound organization with the structure and capacity, human and financial—to achieve our goals and priorities.

With these long-term goals as a foundation, the strategic framework is divided into “key result areas,” or areas for change. To ensure progress toward our long-term goals, action is critical in these areas. The strategic framework does not attempt to outline the entire range of world services’ work or goals. Rather, the key result areas focus on aspects of our work that need change or areas that drive new change. The areas that we believe are the most critical are:

- Communication,
- Fellowship Support,
- Recovery Literature,
- Leadership and Management, and
- Resources.

Over the years, we have heard various concerns from you, including: How can we get more people interested and involved in service? How can we make our meetings

more welcoming to everyone? How can we help new NA communities around the world? And so on. Those concerns have shaped these key result areas.

What Are those Text Boxes?

Throughout this *Conference Agenda Report* you will see text boxes with descriptions of the key result areas, along with questions relating to each area that you can use for discussion during your CAR workshops. We hope these paragraphs from our strategic framework will give you a sense of where world services is focusing our efforts, above and beyond the services we have always provided. Action taken in the key result areas will move us closer to the fulfillment of our vision. Your delegate will be discussing the framework at the World Service Conference to help shape the work for the cycle to come. We provide this information here for you so that you may better understand the key result areas of the framework as well as the ideas contained in our motions and recommendations.

Conference Sessions

So what will participants actually be doing at the upcoming conference? WSC 2004 will have many of the same sessions that have occurred in the past, but many of them have changed drastically. These include:

- Orientation, with a review of the agenda for the week,
- Adoption of the minutes from WSC 2002,
- Introductions,
- Old and new business sessions,
- Proposals for the recognition of new conference participants,
- Reports on the activities of the last two years,
- The proposed budget and project plans for the next two years,
- Elections,
- Reports from some zonal forums, and
- Recovery meetings whenever possible.

Additionally, we schedule World Board meetings and provide an opportunity for those zones that request it to meet. With all of this said, you can begin to get a picture of our challenge: how to accomplish the business of the conference in a manner that allows maximum time for the discussions of those issues affecting NA.

We have many important topics that we would like to focus on for discussion at WSC 2004. They include the two fellowship issue discussion topics for the past couple of years: *Self-Support* and *Atmosphere of Recovery*. It also seems time to discuss the future of our service structure, and we have committed to leading a discussion about our *nominations and elections process at the WSC*, rather than making any motions about these processes at this conference. Two additional specific topics that we would encourage you to think about and be prepared to discuss are *cultivating leadership* and the *development and support of local infrastructure*. These topics come directly from the NAWS Strategic Framework, and we think all of them are critical to our growth as a fellowship.

Cultivation of Leadership:

Leadership and management key result area

As you can see in the excerpt from our strategic framework that appears on this page, leadership development is a key area of our attention right now. We need to work harder to provide opportunities for members to be engaged with, learn about, and take leadership positions within the service structure. Identification and cultivation of leadership have always been a challenge at all levels of NA service. Even so, discussing the concept of “leadership” can sometimes raise eyebrows in NA. There seems to be a misconception that leadership is somehow contradictory to the principles of the NA program. Our Second Tradition states, “Our leaders are but trusted servants.” It does not say that we have no leaders, rather that our leadership and service are inseparable.

Our Fourth Concept is clear: “Effective leadership is highly valued in Narcotics Anonymous. Leadership qualities should be carefully considered when selecting trusted servants.” The essay on Concept Four further elaborates on the principle of leadership, explaining, “As recovering addicts, any of us can fulfill a leadership role, providing a sound

This text box describes a key result area from our strategic framework. See the Strategic Framework section of this report for more information.

Leadership and Management

Leadership Development

It is increasingly apparent that, in order to progress consistently toward the fulfillment of NAWS’s vision and goals, ongoing development of qualified, informed, and engaged leaders at all levels of the service structure is critical. Any progress toward the completion of our objectives in this area will depend on a clear understanding of leadership roles and requirements within our structure. We must take a holistic look at our current strategies for leadership development and develop better ways to identify and cultivate the skills of our leaders. This cultivation should include expanding the involvement of member-volunteers.

Structure

Over the past several years, NA World Services has adjusted its structure to build a more efficient, responsive, and flexible organization. A core component of that structure is the oversight work performed by the World Board and interaction with regional delegates. We must continue to improve our structure to strengthen the relationship between world services and the fellowship and to better accomplish our goals and fulfill our priorities.

Operating Processes

As a member-driven organization, we have worked hard to understand and meet the needs of the fellowship through excellence in customer service and ever increasing productivity. Without effective systems to manage and prioritize the work, however, quality and follow-through can suffer. We must continue to implement a strategic management model, step by step. Within such a model, the NAWS Strategic Framework and Plan focuses the efforts of leadership and staff. Systems are also in place to gather the input and information needed to make informed decisions, prioritize issues, organize the resulting workload, and measure progress and results.

Discussion Questions

How do you encourage people to get involved in service? What do you expect from your leaders, and how do you communicate those expectations? How do you know when they are doing a good job? How can world services strengthen its relationship with the fellowship?

example, by serving our fellowship. This modest spirit of service to others forms the foundation of our Fourth Concept, and of NA leadership itself.”

How can we be of service to others? For most of us, involvement begins with someone reaching out their hand and asking us to come to an area service meeting, to stay for a group’s business meeting, or to stand for a service position. If we struggle to fill positions and get members involved at all levels of service, perhaps we need to look at how to make involvement more attractive.

We have tried to find ways in world services to identify and cultivate leaders. Events such as the worldwide workshops and the world service forums at WCNA, as well as involvement at the World Service Conference and World Board workgroup assignments, give members opportunities to demonstrate and improve their leadership abilities. We hope to improve our efforts and move closer to achieving the Leadership Development objectives in our strategic plan in the upcoming conference cycle.

One of the areas to which we have been giving our attention is the nominations and elections process at the World Service Conference. We know that many delegates would like to see change in these processes, and so would we. However, we need to have further discussions before we can judiciously make any changes. We see the nominations and elections issues as linked to the challenges we perceive in cultivating leadership, and we hope that as we continue in our transition from the old system to the new, we will better use opportunities such as workgroups to generate experience and cultivate leadership. Elections are just one component of a system, and we are engaged in an ongoing dialogue with regional delegates and the Human Resource Panel to evaluate each component of the system as well as the system as a whole. We have already surveyed the delegates about the issues, but we believe that recommending specific changes would be premature without a more thorough evaluation. We will be continuing to discuss these issues at the WSC so that we can move closer to reaching consensus about how to make improvements in an area where the conference has always struggled.

Perhaps even more importantly, we hope to discuss issues related to leadership development at all levels of service. One of the constants we have experienced at the worldwide workshops, no matter where we go, is the desperate need to find members willing to take and fulfill local leadership roles. Together we can move toward a future where service and leadership are seen as the privilege and gift they are, where all who serve our fellowship experience what the WSC Mission Statement describes as the “joy of selfless service and the knowledge that our efforts make a difference.”

Development and Support of Infrastructure:

Fellowship support key result area

Another topic upon which we will focus at the World Service Conference is the development and support of infrastructure. We struggled for a word to describe this topic, and we chose “infrastructure,” which the dictionary defines as the base or foundation of an organization, and for NA that means many people working together. The primary purpose of an NA group is to carry the message to the addict who still suffers, and a broad foundation of trusted servants and service committees help to make that possible. Accurate meeting lists, reliable phonelines, and members who provide information to the public—to name just a few services—all help addicts to find

our program. How many people might have found our program if there had been someone to answer the phone? How many professionals won't refer their clients to NA because they got a bad first impression of our program? Our vision statement looks forward to a day when "Narcotics Anonymous has universal recognition and

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Fellowship Support

Service Structure

A strong service structure operating at a consistently high level of performance is critical in providing wide access to NA and in building awareness of NA as a viable program for recovery. We must find ways to better support the operation of the service structure and increase the understanding of how components of the structure complement each other in achieving a common goal. Support must be tailored to the different needs and stages of development of NA communities around the world.

Community Development

NA's increasing diversity—geographically, culturally, by age, and in other significant ways—creates new challenges in attracting and continuing to engage members and potential members. In addition, the needs of newcomers to the program can differ significantly from those with greater experience. We must find ways to identify and address the issues that arise from growth and diversity, and which potentially serve as barriers to the recovery possible through NA.

Discussion Questions

What tools, information, or support could NA World Services provide to help groups, areas, and regions build a strong foundation to carry the NA message of recovery? How can we make NA more attractive and responsive to all of our members and potential members?

respect as a viable program of recovery," and strengthening our infrastructure is crucial if we are to reach that goal.

There is a direct connection between the strength of local services and our fellowship's overall ability to carry the message. The growth and continuation of our program of recovery depends on each level of service to provide specific, ongoing support. But, of course, local service committees sometimes struggle to meet the challenges before them. We know that the development of resource material is part of the solution, and we are dedicated to that effort, but what more can we do? How can we all move closer to the fulfillment of our vision, where "NA communities worldwide and NA World Services work together in a spirit of unity and cooperation to carry our message of recovery"?

The work we do together will determine how accessible we are to addicts, the impression we make on society, and how well we carry our message. We look forward to discussing these issues at the conference.

New Internet Resources

We have a couple of online tools to try to help with some of these leadership and infrastructure challenges by generating discussion and sharing resources. We have created new discussion bulletin boards, and we are working on a forthcoming site for conference participants. You can access both bulletin boards from this page: http://www.na.org/discussion_boards.htm.

First, we have created a bulletin board where NA members can post their thoughts about the two issue discussion topics identified at the last WSC, "Atmosphere of Recovery" and "Self-Support." Responses to these topics used to be published in the CAR. Now we have a very different process, which encourages members from around the world to discuss these issues with each other and share the results of those

discussions with us. Any member can post ideas about these two topics on our new discussion board. If you have not visited the issue discussion topic site, please give it a try and let us know what you think about it. Also encourage anyone who has information from local discussions to send it to the World Board. We hope that using all communication vehicles to discuss these topics will encourage dialogue and assist the board in its communication efforts. We will be presenting the 2004-2006 issue discussion topics for delegates to choose at the conference, and we could use input about the effectiveness of using the Internet for these discussions.

The second bulletin board, designed for WSC participants, is a forum where regional delegates, alternate delegates, World Board members, and the executive director of the WSO can discuss a variety of issues relating to service and the upcoming conference. Anyone who is registered can read the exchanges on this board, but only conference participants may post.

If you have visited either of these sites, you may have noticed that World Board members typically do not post there. Although we, as board members, may post individually to either site, many of us have been reluctant to do so. Our concern is that our comments could be perceived as “speaking” for the board when we post as individuals. This poses a dilemma for us; while some of us may want to share our individual ideas and personal experience, we have no desire to be perceived as speaking for the board as a whole in this activity.

Another tool that we hope will help conference participants is the site we will be creating for information about WSC 2004. Here, current and past conference participants will offer information to help others prepare for the World Service Conference. The resources on this site will assist with orientation for the conference, offering usable information that will tell you what to expect at the WSC and how best to prepare. Think of it as a kind of “library” where more seasoned participants will have contributed essays, ideas, and tips to help newer participants learn the ropes. The cultivation of leadership happens when one addict helps another. We will notify conference participants when this site is up, and we will make sure that conference participants without Internet access receive copies of all of the information that is posted.

This text box describes a key result area from our strategic framework. See the Strategic Framework section of this report for more information.

Resources

Financial Resources

Growth of the worldwide fellowship and ongoing member expectations for services place demands on our resources. To ensure that we build and maintain adequate resources that grow with the fellowship, we must take a fresh look at funding sources and the flow and use of world service resources. We must also find ways to raise fellowship awareness of the resources NAWS has and how they are used.

Staff Capacity

WSO staff must provide expertise and experience in developing and managing the projects, products, and services needed to fulfill the directives of the World Board, and staff members must be full partners in realizing the NAWS vision. To succeed, gaps in staff expertise must be identified and filled (or outside resources used), and existing staff must work as productively as possible. Our staff capacity must be routinely reviewed against and aligned with NAWS goals and priorities.

Discussion Questions

How can we increase fellowship awareness of the need for donations sufficient to cover services? What does self-support really mean?

March Conference Report

Of course, one of the ways that delegates can prepare for the conference is to read the *Conference Report*. The March issue of the *Conference Report* will contain reports from regional service committees. The deadline for submission to the March 2004 *Conference Report* is 15 February 2004. We hope all delegates will prepare and submit a report. Include some of the facts about your region, things that are working for you as well as your challenges. In an effort to help regions write their reports, we will include in the November *Conference Report* a form asking for some information about your region as well as some helpful hints that may be used and adapted to meet the needs of the reporting region. The forms will also be available to fill out online or to download. Making this information about your region available to other participants before the conference can be an important part of sharing experience, strength, and hope. It will also give the board an idea of the issues that might need to be discussed. We are also encouraging delegates to use the *Conference Report* as a forum to share their ideas prior to the WSC, rather than using motions directed at changing conference policy. Though motions in the CAR are not necessarily the best way to effect change or initiate discussion, the

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Communication

Internal Communication

Clear, consistent, and *relevant* communication throughout the service structure is essential. In order to fully engage and unify the fellowship around our vision and to effectively address NA members' issues of concern, we must improve our communications. World services must better understand and focus on the different needs and priorities of our various service bodies and NA communities. We must also maximize opportunities for dialogue. We need to make information more accessible and provide it in the most useful format for the members we are trying to reach.

External Communication

Trends in acceptance, visibility, and treatment of addiction will continue to significantly affect the growth of the fellowship. Given this influence on our membership, NA World Services needs to educate and have a strong presence in all sectors of the public to better support the fellowship. Building upon a positive perception of Narcotics Anonymous, we must increase public relations efforts, build strong relationships with groups outside of NA, and stand as the voice of the fellowship.

Discussion Questions

How can we improve the communication within the fellowship? How can we help NA achieve "universal recognition and respect as a viable program of recovery"?

Conference Report has never really been used before as a vehicle for this type of discussion. Participants have always had the option of doing so, however, and we would like to see how it works. So we are highlighting the *Conference Report's* capacity to improve communications prior to the WSC.

We want to thank all of you who are taking the time to read this report and who have expressed an interest and willingness to participate in this process. In the remainder of the *Conference Agenda Report* you will find literature proposals, recommendations for changes to the world service structure, the board's report on Resolution A, and regional motions. Some of the material may seem far removed from the interests of your home group or NA community. We hope that, with time and open communication, that will

change. We continue to work to improve the relevance of the material contained in the CAR, but our success depends upon your participation and input.

Literature Proposals

Of the ten projects passed at the last World Service Conference, two were major literature projects for the 2002–2004 conference cycle: the Sponsorship Project and the Basic Text Evaluation Project. Four of the motions in this *Conference Agenda Report* relate to these two projects.

Sponsorship

The *Sponsorship* book and revised *Sponsorship* Informational Pamphlet are the first pieces of recovery literature we, as a World Board, have offered for fellowship approval since the restructuring of world services. The text of the book is contained in Addendum A, and the revised IP is in Addendum B.

The revised IP captures the basics of sponsorship, particularly for the newcomer. The book elaborates and expands on the themes of the IP and other issues related to sponsorship, aiming to speak to members across all lengths of clean time, cultures, ages, etc.

Why New Literature on Sponsorship?

In 1992, the World Service Conference Literature Committee began discussing the need to revise the existing IP on sponsorship. Much has happened since then, but the desire for new literature on sponsorship has remained constant. In 1999, we surveyed the fellowship about literature needs, and sponsorship was the top priority in the results. The 2000 World Service Conference unanimously passed a motion “that the World Board encourage area and regional committees to develop source material about sponsorship in 2000, with the board starting a preliminary evaluation of the issues relating to the sponsorship material in 2001.”

For the next two years, thousands of pages of ideas and experiences related to sponsorship poured into world services from around the world. In addition to the input sent

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Recovery Literature

Literature Content

As the NA Fellowship grows and diversifies, the need and expectation for a greater range of recovery literature increases. NAWS has already had success in meeting members’ language needs via the translations process. However, the specific cultural needs of members must be understood more clearly, and a number of issues must be resolved to satisfy these needs. These issues include the degree to which the fellowship is willing to address cultural barriers in the content of literature.

Literature Process

NA literature and related products are perhaps the most tangible and recognizable component in how our message is carried. As a result, improving the effectiveness and efficiency of the systems by which this material is prioritized, developed, distributed, and maintained can have a direct, positive impact on NA as a whole.

Discussion Questions

Who do we need to make a greater effort to reach through our literature? What ideas do you have to make the literature development process more effective, efficient, and responsive?

in as a result of our *News Flash*, we collected input at WCNA-29; the World Service Meeting in Vienna, Virginia; zonal forums; three worldwide workshops (Aotearoa/New Zealand; Sao Paulo, Brazil; Austin, Texas, USA), and learning events.

World services formed a workgroup comprised of World Pool and World Board members to read through all of the input and summarize the core concepts the fellowship wanted to see in a text on sponsorship. This work was the springboard for the project plan approved by the 2002 conference to create the book and revised IP contained in this *Conference Agenda Report*.

Sharing our Experience, Strength, and Hope

As we grow and our membership becomes more diverse and far-flung, we are challenged to create literature that speaks to all of us without excluding some members. These texts spring from member input. Reading the ideas, opinions, and experiences shared with us about sponsorship made it clear right away that writing a “manual” or “textbook” on sponsorship was neither possible nor practical. We discussed a more open-ended piece on sponsorship, and the fellowship approved that approach. When we solicited for input, we received a volume of material from members, and no one way to sponsor or be sponsored emerged from all of this input. The fact is that we practice sponsorship very differently in various NA communities, cultures, and corners of the world—and the myriad ways we sponsor all work for us. We have put together texts that reflect both the richness of our differences and our unity as a fellowship.

As an aside, in reading through the material from other literature projects over the years, we came across a 1991 letter accompanying pre-review drafts for *It Works*. The letter explains, “*It Works* is not intended to be a ‘how to’ book. . . . The majority of the input gathered from the fellowship on prior *It Works* drafts has asked for a book of shared experience, in the tradition of one addict to another.” We hope we have achieved this sharing of experience in the *Sponsorship* book and IP. It clearly is a shape for our literature that our fellowship has desired for some time. The quotes in bold face throughout the texts come directly from members around the world, and we hope that you will be as moved by their sharing as we are.

The Process of Creating this Literature

The outline for the *Sponsorship* book was drafted using the report from the initial workgroup that was charged with summarizing the input from the fellowship. Following the 2002 conference, a second workgroup was formed to help us shape the fellowship input into a book and a revised IP. The members of this workgroup—board members, staff, and World Pool members—were chosen for their experience and diversity. Clean time in the workgroup ranged from eight to twenty-five years, and members came from four US states (as well as Washington, DC) and four countries on three continents. Through the whole project they worked together to ensure that all voices would be heard in the proposed literature on sponsorship.

In November 2002, we sent out the first chapter of the book, the revised IP, and the outline of the book as a whole for fellowship review and input for seventy-five days. We received ninety-eight packages of input from forty-three distinct regions (though the input was not necessarily “regional” input), with at least 749 people contributing. All together, the input weighed about three kilos (over six pounds). The workgroup

read through all of that input and used it to revise the first chapter and IP as well as to draft chapters two through five.

The approval forms of the book and IP were finalized at our May 2003 meeting and sent out to the fellowship in July 2003, with more time for fellowship consideration than an approval-form draft has ever had. We hope this has made it easier for you to read and carefully consider the book and IP drafts.

A Group Effort

Creating the *Sponsorship* book and revised IP has really been a group effort. We want to thank all of you who responded to our initial call for input, sending us your experiences with sponsorship and your thoughts about what you would like to see in these texts. And thank you as well to those of you who sent in input during the review and input period. Your ideas helped to shape this literature. Finally, an emphatic thanks, once again, to those who served on the workgroup. We are very sad to report that one of the workgroup members passed away just weeks before the drafting of this *Conference Agenda Report*. Thank you, Lasse, for your contribution.

Motions to Approve the Book and IP

The revised *Sponsorship* IP in Addendum B was created in part so that the material in our IP on sponsorship would correspond with the proposed book.

If approved, the revised *Sponsorship* IP will replace the current IP on sponsorship as well as replace the material on sponsorship in *An Introductory Guide to Narcotics Anonymous*. As many of you know, the *Introductory Guide* is comprised of the text from eleven of NA's IPs. Replacing the text of the *Sponsorship* IP would keep it current with fellowship-approved literature.



Motion 1: To approve the book, *Sponsorship*, contained in Addendum A.

Intent: To have a fellowship-approved book on sponsorship available to our members.

Financial Impact: The cost of creating this material has already been incurred. The only additional costs that will be incurred by adopting this motion are initial production costs for the book, which would be minimal.

Policy Affected: None.



Motion 2: To replace the existing IP #11, *Sponsorship*, with the revised draft contained in Addendum B. This motion would also approve the replacement of the text from the entire *Sponsorship* IP that currently appears in *An Introductory Guide to Narcotics Anonymous*.

Intent: To replace the existing informational pamphlet with a more current version and reflect this replacement in *An Introductory Guide to Narcotics Anonymous*.

Financial Impact: We are keeping our inventory of IP #11 and *An Introductory Guide* low pending the conference's decision about potential changes. The loss from the change in inventory, as well as items such as remastering the audiotape for IP #11, will have minimal financial impact

Policy Affected: This motion would replace the existing IP #11 – See Addendum C.

Revisions for consistency: *Just for Today*

The other motion related to the sponsorship material—to approve a revision to *Just for Today*—is motivated by similar issues: to keep the text of *Just for Today* consistent with other fellowship-approved literature. We contemplated revising the essays for the affected days—8 February, 13 March, and 26 March—but decided against such an approach in large part because of the potential impact on translations. *Just for Today* is currently translated into five languages other than English, and it is being worked on in four additional languages. We would like to make the burden of translating any revisions as minimal as possible.

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Motion 3: To replace the three quotes in *Just for Today* from the existing IP #11, *Sponsorship*, with material from the proposed IP as follows:

- February 8 would now read, “ ... an NA sponsor is a member of Narcotics Anonymous, living our program of recovery, who is willing to build a special, supportive, one-on-one relationship with us.”
- March 13 would now read, “A sponsor is not necessarily a friend, but may be someone in whom we confide. We can share things with our sponsor that we may not be comfortable sharing in a meeting.”
- March 26 would now read, “In seeking a sponsor, most members look for someone they feel they can learn to trust, someone who seems compassionate...”

Note: This motion will only be offered if motion 2 is adopted.

Intent: To make changes needed for *Just for Today* to reflect current fellowship-approved literature.

Financial Impact: While we are also keeping our *Just for Today* inventory low pending conference action, we would most likely replace these pages when we need to reprint each language version of the book. This may take longer but will minimize the financial impact.

Policy Affected: The full text of the pages that would be affected can be found in Addendum D.

Basic Text

For the past six years, we have been engaged in a process designed to determine whether the fellowship wants to revise the Basic Text and, if so, how. Motion 4, which follows the explanation on the next several pages, ends this “plan to plan” (to plan to plan) process and recommends a project that ultimately would create an approval-form Sixth Edition Basic Text to be voted on at the 2008 World Service Conference. (The approval form is the “final” draft of a text, with no more input solicited or revision allowed before being voted on by the fellowship.)

What a Long, Strange Trip It’s Been

1998 not only saw the beginning of the World Board as we now know it, that year also marked the end of a ten-year conference-instituted moratorium on revising the Basic Text. The first purposeful action the conference took after creating the World Board was to commit several literature motions to us, among them Motion 21: “That all motions, amendments and any other input regarding revisions or additions to the Basic Text or the booklet *Narcotics Anonymous* (the Little White Book), be committed to the World Board, who will compile and forward to the conference, in two years, a detailed proposal including options, budgets and timelines for those options.” Motions to continue this evaluation process were passed at the 2000 and 2002 conferences.

Since the last conference, we have surveyed the fellowship about potential revisions to the Basic Text and the Little White Book. The survey was designed by a professional, in concert with world services, and it was distributed in five languages (English, French, German, Portuguese, and Spanish) through multiple channels (*The NA Way Magazine*, *NAWS News*, via our website, and at WCNA). We distributed the survey for six months, and 4,651 addicts from forty-five countries responded.

After the surveying period ended, we spent extensive time this year coming to consensus on whether or not to recommend changes to the Basic Text and, if so, what changes to recommend. Among the factors we considered in shaping the recommendation below were fellowship input over the years on literature needs, discussions with the fellowship about these issues, various language groups’ experience in writing personal stories, and our own experience with these issues, as a board, during the past five years. We looked carefully at the survey data in considering how to move forward with the Basic Text, but the survey did not dictate our decisions. We deliberated with diligence to make a recommendation for this CAR that we believe will best serve NA’s current and future membership.

We had hoped that, at some point, a consensus would emerge giving clear direction on how the fellowship would like to proceed (or not) with revisions. After six years of deliberation about the Basic Text, however, the fellowship remains split on whether or not to revise the book. Each time the conference has passed motions to proceed with an evaluation of potential changes to the Basic Text or Little White Book, they have done so by a simple majority. Given that recovery literature requires a two-thirds majority to be approved by the WSC, this has put us in a quandary. How should we proceed without more fellowship support clearly pointing in one direction with chapters one through ten?

To engage in an in-depth evaluation of potential revisions for two more years would only make sense to us if we were going to consider changes to chapters one through ten, and it seems unlikely that a clear consensus on revisions to those chapters would emerge even after two more years of evaluation. It does not seem to be a prudent use of resources to continue a process of evaluation and discussion with this likely end, and so we are recommending the set of revisions outlined below that would move us out of an “evaluation” period and into some decisions about potential changes.

Below we outline our shared ideas for the creation of a Sixth Edition Basic Text that we believe is the best way for the fellowship to move forward toward our common vision. We hope that, in presenting a recommendation for specific revisions, the fellowship can direct world services with something closer to consensus on whether to proceed or not.

In the past, revising the Basic Text has been a source of much tension and controversy. We hope this project can depart from that history to be a positive experience for our fellowship as a whole, and that we can work together to realize the ideal in our vision that “NA communities worldwide and NA world services work together in a spirit of unity and cooperation to carry our message of recovery.”

As the introduction to the Basic Text itself reminds us, “We must always remember that as individual members, groups and service committees, we are not and should never be in competition with each other. We work separately and together to help the newcomer and for our common good. We have learned, painfully, that internal strife cripples our Fellowship; it prevents us from providing the services necessary for growth.”

No Changes to the Little White Book

Part of our project involved evaluating potential revisions to the Little White Book. In surveying and discussing this issue with the fellowship, it seems that there is little support for any changes to the White Book, and we are not recommending any revisions at this time. Regardless of the outcome of any potential revisions to the Basic Text personal stories in the future, a project plan would need to be passed by the conference in order to undertake any revisions to the stories, or any other part of, the Little White Book.

No Changes to Chapters One through Ten of the Basic Text

We are recommending that no changes be made to chapters one through ten of the Basic Text. These chapters are still a viable tool of recovery and seem to speak to our members in a way that no other piece of literature does, in a voice that is difficult, if not impossible, to duplicate. And while there has been some desire to add material to the Basic Text, over the years we have published material such as *It Works: How and Why* and *The Narcotics Anonymous Step Working Guides* that expand on the Basic Text, and we are offering material on sponsorship at this conference. Given these factors, and the fact that revising chapters one through ten would potentially be the most divisive literature project we could undertake, it does not seem practical to undertake any revisions to the first ten chapters of the book. Instead, we are offering a recommendation we feel is more in keeping with the spirit of unity and cooperation expressed in our vision statement and the Basic Text.

Why Revise the Personal Stories Section of the Basic Text?

Whether or not to revise the personal stories seems a different kind of issue. Considerations of the personal stories seem less marked by passionate divisions in the fellowship. This part of the Basic Text has also not undergone the same sort of revisions that the first ten chapters have. (For example, when the language in the Basic Text was revised so that references to alcohol as a separate addiction were removed, no such revisions were performed to the personal stories.)

We are recommending a revision to the personal stories, not only because of these issues of consistency throughout the text, but perhaps even more significantly because we would like to see a collection of personal stories that more truly reflects the rich diversity in our fellowship today. The introduction to our Basic Text explains that the book is “the shared experience of the Fellowship of Narcotics Anonymous,” and we make this recommendation with that in mind.

The first call for personal stories to publish in the Basic Text came in the 1970s and asked for “contributions from all geographic areas, as well as from a wide variety of drugs used. We would like to emphasize the recovery phase in the addict’s story—share our strength and hope rather than give a long ‘drug-a-log’ ending with ‘and then I joined NA and now everything is all right.’ ” It is hard to make the argument that the current personal stories section of the English-language Basic Text answers that call. Even if the personal stories *did* reflect the depth of recovery in NA, the depth they would reflect would be that found in the Narcotics Anonymous Fellowship as it existed in the late 1970s and early 1980s, when the stories were written.

Ideas for revising the personal stories have been circulating for about ten years. In 1995, the former World Service Conference Literature Committee published in the *Conference Agenda Report* an issue discussion paper about revising the personal stories, and the conference discussed the possibilities. Completion of *The Narcotics Anonymous Step Working Guides* took precedence on the committee’s work list, however.

In the twenty-plus years since the Basic Text was first published, our fellowship has changed tremendously. When addicts were writing the stories currently published in the Basic Text, NA had no book-length publications. Prior to the publication of the Basic Text, NA literature consisted of six IPs and the Little White Book. Most places in the world didn’t offer an NA meeting every night of the week—in fact, most places in the world didn’t offer an NA meeting *any* night of the week. When the conference approved the Basic Text in 1982, there were around 2700 weekly NA meetings, almost all of them in the USA. Today we have more than 30,000 weekly meetings in 108 countries.

And of course, our diversity extends beyond culture and nationality to gender, ethnicity, age, sexual identity, and the list goes on. We are recommending revising the personal stories to better reflect the richness of the NA fellowship today.

What Would a Revised Personal Stories Section Look Like?

In the interests of capturing that diversity, we are recommending a revision that would include personal stories from members around the globe. The revision may include replacing some or all of the personal stories that currently appear in the Basic Text, depending on the new stories submitted. We would evaluate all of the

stories—the current as well as the newly submitted—for potential publication at the same time.

Another significant departure from the current personal stories is that every story would not need to have the same structure: how it was, what happened, and how it is now. Some stories could be structured in this way, while others could perhaps concentrate on specific events or principles. Some could begin after the writer had been clean for a while, while others might focus on finding recovery. In short, the structure of the individual stories could vary, depending on what experiences the fellowship wants to focus on through this part of the Basic Text.

We envision that the length of the personal stories section of the Basic Text would remain approximately the same as in the current edition; however, we see some sort of organizing principle as an important element of a revision. The revised personal stories would include thumbnail descriptions and/or identifying titles to indicate some of the content of the experience covered. In addition to these titles or abstracts, collecting the stories in sections of some kind might make it easier for members to go right to the stories and experiences with which they can best identify or those that will help them the most. For example, we may propose dividing the personal stories into several sections related to phases of recovery. We have not made any decisions about the specifics of that sectioning or organization. If the fellowship wants to proceed with revising the personal stories, we will be seeking your ideas about what you would like to see in a revision and how you would like it organized.

Adding a New Preface

It is a common practice for books to contain a new preface when a new edition is issued. So much has happened with the Basic Text and the NA fellowship since the book was first published in 1983, we think a new preface (to accompany, not replace, the existing preface) is in order.

First and foremost, we hope that a new preface would speak to the newcomers who pick up the Basic Text, making them feel welcome. Creating a new preface would also give us an opportunity to provide an updated understanding of NA. It could include statistics on NA, addressing the diversity and growth of the fellowship. In addition, it could encapsulate some of the history of the text and its translation.

Adding a Brief Introduction to the Personal Stories

This element of the recommendation is fairly self-explanatory. For readers new to our fellowship or text, there is no explanation of the sudden shift in gears from chapters one through ten to a section of our book that shows the program in action in members' lives. An introduction to the personal stories might address this as well as explain some of the process of creating a new personal stories section.

One Book, Two Parts

One of the elements of the Basic Text that may contribute to this feeling of a sudden shift from chapters one through ten to the personal stories is their respective titles: “Book One” and “Book Two.” In discussing our recommendation about revision, we talked about the fact that these titles are misnomers. The Basic Text is, in fact, one book with two parts. If we undertake a revision of the Basic Text, we may propose changing the names “Book One” and “Book Two” to “Part One” and “Part Two” or

“Section One” and “Section Two” to better describe the relationship between the first ten chapters and the personal stories, or we may recommend eliminating section indicators altogether. Of course, as with any other proposed revision to the Basic Text, we would seek fellowship input on this during the review and input period, and the conference would need to approve such a change.

Process (How Do We Get There?)

Timeline: We see this as a two-cycle (four-year) project. An approval form of a Sixth Edition Basic Text would be voted on at the 2008 World Service Conference. For some of our members, we know, the most significant questions about this proposal will have to do with the review and input period for the project. Given the nature of personal stories, reviewing and giving input on revised stories may be a different kind of endeavor. Regardless, we are committed to a minimum six-month period for review of and input on the entire set of revisions. We understand how important this is, particularly if we are attempting to draft a preface that addresses some of the history of the Basic Text.

Another significant element of the process has to do with soliciting personal experiences from NA members around the world. We see a flexible approach as the only way to be successful in such a project. There will need to be a large degree of back-and-forth between the workgroup assigned to this project and some of those contributing personal experience in order to accommodate cultural, linguistic, and literary differences. As much as possible, we would like to remove impediments that may stand in the way of addicts being able to contribute their personal experience. Material would be solicited through a combination of *News Flash(es)*, interviews, contacts in communities, and audiotapes. A workgroup and input from members would help us to identify and target specific experience to solicit and potentially include in a revised personal stories section.

Facts and Fiction

Like Stonehenge or crop circles, the Basic Text is at times surrounded by a great deal of mythology. One myth that was, in fact, perpetuated by world services, is that any revision of the Basic Text would take all of world services' resources for ten years. This is simply not the case. Given the scope of our proposal, we do not see this project taking any more resources (money, time, and people) than any other major literature project.

Another common misconception is that a project to revise the Basic Text would cause tremendous problems for translations. Currently, conference policy leaves the decision of whether or not to immediately begin updating a revised text to the language group involved. In other words, a language group may choose to proceed with translating *It Works: How and Why* or *Just for Today* or any other NA text before addressing any changes to the Basic Text.

For those of you who are wondering, the Basic Text is currently translated into twelve languages other than English. Eight of the translated Basic Texts have no personal stories, one has locally developed personal stories, and one has a mixture of local stories and stories from the English-language Basic Text. Only two language groups, Swedish and Russian, have translated the personal stories section of the English-language Basic Text in its entirety. In fact, when we were discussing our recommendation for revising the Basic Text, we were inspired by the idea of creating

a personal stories section that international NA communities would be more likely to *want* to translate.

Looking to the Future

Many of us reading this CAR, contemplating voting on a motion that, if passed, would lead to a revised Basic Text, might be inclined to say, “If it isn’t broken, don’t fix it.” That is, obviously the current Basic Text has worked well to carry our message of recovery. We are all here, aren’t we?

But the question is not merely what changes to our literature we would each personally want, but what do we want to put in the hands of newcomers showing up at NA meetings four, six, eight, or however many years from now. How can we best reach the addicts who have not found us yet, or those who are picking up our text for the first time? The paragraph we quoted above from our Basic Text begins by explaining, “Everything that occurs in the course of NA service must be motivated by the desire to more successfully carry the message of recovery to the addict who still suffers. It was for this reason that we began this work.” It is for this same reason that we are making this recommendation.



Motion 4: To approve work on revisions to the Basic Text, *Narcotics Anonymous*, that includes:

- no changes made to Chapters One through Ten,
- the addition of a new preface to the Sixth Edition preceding the current preface (the current preface will remain the same and be titled “Preface to the First Edition”),
- the replacement of some or all of the current personal stories, in order to better reflect the broad diversity of our fellowship, and
- a brief introduction to the revised personal stories section.

The timeframe for this work will be two conference cycles, from 2004 to 2008, including a six-month review and input period. The approval form of the Sixth Edition Basic Text will be distributed as an appendix to the 2008 *Conference Agenda Report* for a minimum of 150 days.

Intent: To conclude the six-year process that the fellowship has been engaged in regarding potential revisions to the Basic Text.

Financial Impact: For the *Sponsorship* workgroup, we budgeted \$114,000 for the 2002–2004 conference cycle; actual costs were approximately \$57,000. This was primarily for travel for workgroup members. We expect the Basic Text project to have similar costs. A budget will be a part of the detailed project plan for this project, which will be sent to conference participants in January.

Policy Affected: None.

Considering Changes to the World Service Structure

We are completing our first full six-year cycle of the new world service structure implemented in 1998. You may remember that we agreed at that time to work with this new structure for six years before offering any changes to the structure.

So the time has come to consider changes, and as your World Board, we have prepared some recommendations for structural change that we think will better serve the fellowship as we move forward. The Leadership and Management key result area of our strategic framework explains that, “We must continue to improve our structure to strengthen the relationship between world services and the fellowship and better accomplish our goals and priorities,” and we feel these are the kinds of changes that are called for. We will also tell you a bit about why we are not currently recommending changes to the conference election procedures or the description of the WSC Cofacilitators in *A Guide to World Services in NA*. Having worked with the current system for six years, we are confident that we will work better with the changes we are recommending to the structure of the board. However, we do not think this is the right time to recommend changes to these other elements of world services.

We present these motions and information in the *Conference Agenda Report* because this is the vehicle that was used to create the current structure. These motions would all qualify for the service material approval process, which sends out items of policy and procedure for the conference ninety days prior to the WSC to conference participants. The creation of this conference approval track mailing was in direct response to requests from members about what they wanted to see in the CAR. We know there may be many who are not particularly interested in the details of how world services operates, but we offer the motions below in the spirit of completing our initial transition period.

Size of the World Board

The first thing we considered regarding changes to the NAWS structure was the size of the World Board. Originally, in 1998, the conference adopted a board with up to twenty-four seats. That specific number was thought to be necessary for membership diversity and sufficient human resources to complete assigned tasks. But as we continue to develop as a strategic board, we are in agreement that a twenty-four-seat board is too large and is *not* an efficient use of our resources. As we explain in the introduction to the next motion, part of our evolution as a more strategic board has been to take on less of the hands-on work formerly accomplished by standing committees and to develop a greater reliance on our workgroups. Our greatest need for increased resources currently is in identifying and cultivating members for projects and for future leadership.

While there is no mandated size currently stated in policy—policy indicates merely that the board will have “up to” twenty-four members—we believe that many conference participants feel that something is wrong because we have not “filled” the board. The conference has asked the board to be clear in stating what we think

we need, and so we are offering the motion below to reduce the upper limit of the board's size.

We know from experience that anywhere from fourteen to eighteen seats is an ideal size for the board. We have functioned well with both of these numbers. This number still gives us the opportunity for diversity within the group while maintaining a manageable size to operate as a strategic board. With that in mind, we offer the following motion:

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Motion 5: To change the maximum number of members for the World Board from “up to twenty-four” to “up to eighteen” and to reflect that change in the *World Board External Guidelines in A Guide to World Services in NA*.

Intent: To reduce the maximum size of the World Board.

Financial Impact: We budget for the maximum number of World Board members, currently twenty-four. Reducing the maximum size of the board by 25 percent would reduce the budget allocation for World Board travel by 25 percent. For the 2002–2004 conference cycle, this budget allocation was approximately \$100,000 for eight board meetings, the World Service Conference, and two world conventions. The actual expenditures are typically under budget.

Policy Affected: This action would directly amend the following WSC policies:

A Guide to World Services in NA

Page 14, World Board External Guidelines

Membership

The World Board will consist of up to ~~twenty-four~~ eighteen members elected by at least 60% of the World Service Conference.

Eliminating the Mandate for Standing Committees

We also evaluated and discussed the mandated standing committee structure defined in *A Guide to World Services*. We do remember the passion related to this topic back in 1998, but the truth is that the current standing committee structure has begun to experience the very same pitfalls as the pre-1998 standing committee system, when we were committee-driven. We have tried using the standing committee structure currently outlined, as well as a more flexible structure utilizing project-specific workgroups, and we've found the latter to be more useful.

As a plan-driven board, one that embraces a strategic framework, we need to be flexible enough to respond to our ever-changing work. This does not mean that we would cease to use workgroups and committees—quite the contrary. As administrators and facilitators, it would be impossible for us to implement most projects without the World Pool, and we remain committed to utilizing members beyond the board to move forward on our work. A larger board, however, will not help get the work done, as we see our role as one characterized more by oversight and long-range planning. The standing committee structure must make way for a more responsive, dynamic system so that we can get the most from our finite resources. Allowing us the flexibility to form workgroups based upon the projects that arise out

of our strategic plan in any given conference cycle enables us to get more out of everyone.

We are aware that we have not yet produced some of the work that members want, such as new and revised service materials, and we have begun laying the groundwork for new service materials that will align with our strategic plan. The traditional responsibilities of the old standing committees have been incorporated into our vision. With this motion, we are asking for the latitude to continue to develop in a way that works best for us. Of course, as we do so, we would continue to report about our evolution to you.



Motion 6: To eliminate specific language about standing committees, except the Executive Committee, from the section *Committees of the Board* in the *World Board External Guidelines* in *A Guide to World Services in NA*. These changes would also be reflected in the section on *General Duties* and in the chart representing the world service structure.

Intent: To revise the description of the World Board’s internal structure in *A Guide to World Services in NA* to better reflect current practices.

Financial Impact: This motion would have little to no direct financial impact.

Policy Affected: This action would directly amend the following WSC policies. See Addendum E

A Guide to World Services In NA

Page 5, Narcotics Anonymous World Service System chart

Page 13, World Board External Guidelines

Page 15-17, World Board External Guidelines

Update on Cofacilitators

One of the other elements of world services we considered making a motion about in this *Conference Agenda Report* is the description of the WSC Cofacilitators in *A Guide to World Services in NA*. In the September 2003 *NAWS News* we reported:

“The board also looked at the WSC Cofacilitators, and we are prepared to recommend that the description in *A Guide to World Services in Narcotics Anonymous* be clarified to reflect that this position serves as an impartial facilitator for the *business sessions* of the World Service Conference. We also acknowledge the need to improve communication between the board and the cofacilitators, and the need for training to standardize their facilitation of the conference.”

Upon reflection, however, we had second thoughts about whether adding text on this subject to *GWSNA* would really be fruitful. The present description of the duties of WSC Cofacilitators seems clear, and perhaps what is needed is simply more communication. And so we will not be offering a motion at this time related to the subject, but we are scheduling two meetings (with the cofacilitators, staff, and the WSC Parliamentarian). At these meetings, the cofacilitators will be brainstorming

ideas for handling business sessions and will be able to talk together to be a better team and to generate ideas about how to best facilitate business at the conference.

No Changes Recommended to Elections Procedures

Another area of world services we are looking at is the elections and nominations procedures. As you read earlier in this report, dialogue is ongoing between the board and the Human Resource Panel and the delegates. We will continue that conversation at the 2004 conference. But until we have evaluated the system as a whole, we believe that recommendations to change a piece of the system would be premature. More will be revealed.

Thoughts on Resolution A

In glancing over the abbreviated motion list for this year's CAR, one of the first things some members may ask is, "What is Resolution A, and why are there three motions in the CAR about it?" Honestly, Resolution A would not have been our choice for key topics to cover in this year's CAR. However, because several motions concern the resolution, we felt it was responsible to provide some background and some of our thoughts here.

Resolution A was one of six resolutions the conference passed in 1996 as a result of an inventory of world services that began in 1993. Resolution A, as passed in 1996, reads as follows:

Resolution A - To approve *in principle* a change in participation at a new WSC to achieve the following objectives:

to reduce the total number of representatives;

to provide for equal representation from all geographic entities; and

to encourage a consensus-based decision-making process.

Resolution A is the only resolution of the six that has not been entirely incorporated into the service structure. The implementation of the other five resolutions has resulted in the creation of what we know today as Narcotics Anonymous World Services. Over the years, the conference has debated and discussed various implementation models for Resolution A, to no avail. After three conferences with limited success and much frustration, we returned this particular resolution to the fellowship, explaining that any feasible model for carrying out the resolution would have to come from the fellowship. Three motions in this *Conference Agenda Report* bring alternatives for the implementation of Resolution A back to the conference for consideration.

On the face of it, this is exactly what we requested of the fellowship. But in the intervening years since Resolution A was passed, so much has changed. The problems we face today are very different from those that confronted us when this resolution was originally adopted. We spent years inventorying world services and more years making changes in our structure to address some of the problems and issues disclosed by that inventory. We believe it is time to broaden the focus of our attention from changes in the WSC and world services to the concerns of the entire service structure and the fellowship.

We want to move forward as a unified service body at the 2004 World Service Conference and discuss the issues affecting the fellowship as a whole *today*. We believe this can be accomplished this year at the conference through honest and open communication and a commitment on our part to live up to our vision.

Background

That said, some of you might want a bit of background on Resolution A and how it came about. While the process of inventorying world services began in 1993, the issues the resolutions intended to address predate that time.

In the 1987 *Fellowship Report*, the Select Committee proposed a system of national and continental conferences that they believed would help address the growing

problems encountered by NA communities outside the United States and Canada. One of the driving forces behind Resolution A was the notion that North American-related issues dominate the World Service Conference. Looking at WSC agendas and minutes, particularly in recent years, we can safely say that things have changed. We can speculate that some of what are referred to as “US issues” may be instances when the conference has engaged in an unnecessary level of detail about policies or practices, a carryover of a practice and mindset from an old conference system.

More than five years after the Select Committee report, WSC 1993 created the Composite Group, which developed tools to help inventory world services. As part of this inventory, world services began a process of encouraging widespread discussion about representation and participation at the WSC. Small group discussions at WSC 1994 noted these issues:

- “Representation at WSC exceeds participation;
- length of WSC sessions;
- a decision-making imbalance at WSC due to a disproportionate number of USA RSRs [regional service representatives, now known as regional delegates] in the voting body;
- the style of *CAR* is difficult to understand;
- the *CAR* is too big;
- lack of personal funds to serve in a leadership position shouldn’t be reason not to select someone;
- lack of time at WSC for informal discussions;
- personal, regional, and committee agenda[s], both stated and unstated [create] struggle and competition, rather than cooperation and mutual support; and
- ‘Motion Madness.’ ”

At WSC 1995, the Resolution Group was appointed to provide *general solutions* to the problems identified by the inventory. In 1996, the conference adopted the series of six resolutions the RG presented in the *CAR*, among them, Resolution A.

Resolution A attempted to solve many of the problems identified within the WSC by proposing to “downsize” and change not only the number of participants, but also the nature of participation at a “new” WSC. Essentially, representatives from a limited number of “geographic entities” would replace current regional representation. However, the Resolution Group admitted that they never “discussed many specifics about these [geographic] entities.”

The Transition

The difficulties of actually implementing drastic changes with representation and participation became the responsibility of the Transition Group, formed at WSC 1996. During the 1996-97 conference cycle, the TG began developing detailed models for the new WSC that were based upon the adopted resolutions. They found it very difficult to agree upon a single interpretation of Resolution A or to develop a model for a new WSC that seemed practical and in keeping with the spirit of the resolution. In their report to WSC 1997, the TG wrote: “Whether or not the attainment of such a

vision is in fact achievable is another matter entirely, and our struggles with its practicality are evident throughout [our report].”

In spite of the difficulties, at WSC 1997, the Transition Group proposed models to serve as a basis for discussions about Resolution A, ranging from one that was most like the present system to one that called for separate continental conferences and differed the most from the current structure. There was no common understanding of the problems a change would address, and without that, the conference could not agree on which path to take. While many conference participants felt that change was necessary, the reasons for such a change and the form that change would take were a matter of much discussion and disagreement.

After several years discussing Resolution A as a body and coming to no clear consensus, we decided to give this matter back to the fellowship. There seemed to be no benefit to continuing a discussion of the issues when the conference lacked a common goal.

Old Problems, New Solutions

Since 1996, the resolutions that were incorporated into our world service structure have completely changed world services, as we know it. The problems of world services and the conference today are not those of 1987 or 1993 or even 1997. Looking at the bulleted list of problems identified in small groups at the 1994 conference, it is clear that we have moved forward to solve many of them.

Resolution A was an agreement that was made *in principle* to resolve the problems stemming from a very large, motion-driven conference. The terms “motion sickness” or “motion madness” were frequently used to describe the frustrating and ineffective atmosphere that had pervaded the conference. Members experienced with *Robert’s Rules of Order* tended to dominate and complicate the discussions, leaving members newer to the process, or members attempting to bridge a language or culture gap, alienated from any meaningful participation. The general solution to this problem was to have a smaller, more discussion-based conference that effectively included a better balance of our fellowship in a more meaningful way.

We have already made much progress addressing some of these issues, and much more is envisioned. We do not necessarily think that downsizing the conference is the best way to continue to move forward. Below we have outlined some of the key actions that have been taken to improve the effectiveness and spirit of the conference.

Discussion-Based Biennial Conference: We have moved, and are committed to moving farther, toward the ideal outlined in *A Guide to World Services in NA*. This new conference is discussion-based rather than motion-driven. We have experimented with small- and large-group discussions at WSC 2002, a world services meeting, worldwide workshops, and zonal forums. We believe that we can arrive at processes that are quite effective at steering and impacting the strategic framework and work of NAWS, even in a very large group. Holding the World Service Conference every two years, rather than every year, allows the conference to function more effectively within a realistic planning cycle as well as enabling many of the changes detailed here (e.g., conference participant funding).

Conference Growth and Participant Funding: The conference has adopted a policy for seating new regions. While this does not specifically downsize the conference, it does stem uncontrolled growth. It provides a mechanism for seating new regions from around the world, while carefully considering each request to increase representation from more established regions when regional splits occur. This, combined with the new policy of having NA World Services pay for conference travel by delegates from all seated regions, so that attendance from seated regions is not limited by their ability to pay for their delegates' travel, creates a more inclusive and diverse conference.

Planning: The focus of the board and the conference is increasingly centered on the strategic framework of NAWS. As we gain experience with strategic planning, we gain confidence that such an approach will help us focus our limited resources on priorities arising from a broad consensus of conference participants; a large group of conference participants can engage in this process very effectively. We are committed to maintaining this focus and including as broad a base of the fellowship in the conversation as possible.

Conference Agenda Report: We hope to continue our focus on a revamped CAR and to explore tools to engage the regional delegates and the local fellowship directly in the development of the NAWS Strategic Framework. An additional layer of service involving a smaller group of people—such as a World Service Conference drawing delegates from multiple continental or zonal conferences, each made up of the current regional delegates—would make this discussion more difficult, as it would serve to distance many members from the work of the conference. Over the past years, we have gained experience creating session profiles for workshops, which focus and capture discussions and carry the resulting ideas forward. Our intention is to develop these tools further in the coming conference cycles, creating a conference that is a culmination of a worldwide set of such discussion forums.

Moving Forward

The reality is that NA is 50, but NA World Services in its present form is only six years old. We have more growing up to do, and we are always learning as we sail an essentially uncharted course. We have spent a lot of time and energy on what is not working in our fellowship. We were engaged in an inventory and restructuring process for years, focusing our energy on the world service structure. As a result, we are not the service body we once were. We are confident that we no longer need to change the entire service structure in order to solve the problems that motivated Resolution A.

We are prepared to work with you to craft the best vision for an effective conference, one based upon our most current collective experience, rather than trying to retrofit our current structure based on *general solutions* crafted without the benefit of the last eight years of world service experience. While we have been successful in many ways, we acknowledge that we still have a long way to go. We will be framing discussions with regional delegates between now and the WSC, so that we can come together this year as a unified body and talk about the current issues facing the entire fellowship. Honest and open discussions about what the fellowship of *tomorrow* is going to need to carry the message of NA will reveal the actions we need to take *today* to more effectively move forward toward our vision.

How Do We Make the System Work?

The remainder of the body of the *Conference Agenda Report* is taken up with regional motions. After so much discussion in this CAR about the changes in world services, here we need to pause for a moment to reflect on the distance we still have to travel to make our system work well for everyone. As *A Guide to World Services in Narcotics Anonymous* explains, ongoing communication between NAWS and delegates during the time between WSCs is an integral part of the new two-year conference cycle. This communication should, among other things, ensure that we are doing the work the fellowship wants us to do. When delegates communicate concerns to us, sometimes issues can be resolved without recourse to a motion. After all, a motion in the CAR not only involves time at the conference, but it will be considered by every NA group around the world. In theory, a region would take such action when the parties involved cannot come to a point of agreement. This has not been our recent experience. A number of regional motions submitted for inclusion in the 2004 CAR raised issues we were unaware of previously. We know we need to work harder at improving communications, and we hope that you will help us in that effort.

As the beginning of our report in this *Conference Agenda Report* explains, world services is committed to a strategic planning process. One of the things our inventory process revealed was our need to be more systematic and organized in our work, that we tended to take a scattered approach to projects for any given conference cycle. A strategic planning process gives us the ability to look at all of our potential projects and resources at once and make more effective decisions about how to marshal our efforts. Such a process also lets us prioritize projects more easily, follow them through to their completion, and evaluate their effectiveness. If we continue to direct world services through specific motions for new projects, rather than as a part of a WSC discussion of the priorities for the next two-year conference cycle, we will have done little to correct the problems of the past.

Of course, there are times when a local community will still choose to make a motion. Though the conference has made it clear that the board should not help motion makers, an entirely hands-off approach seems too adversarial. If we had offered no help to motion makers during this conference cycle, the vast majority of motions would not have made it into the *Conference Agenda Report*. Most of the motions, when first forwarded to us, were incomplete in their identification of policy changes that would result from their passage, or they were not worded in a way that lent itself to a simple yes or no decision. We contacted the motion makers in an effort to help them meet the requirements for motions called for in *A Guide to World Services in NA*. We worked hard providing support for delegates to finalize their motions for inclusion here. [Note: We did not accept motions offered by two regions after the 25 August 2003 deadline. We encouraged these regions to use the *Conference Report* to share their ideas.]

In helping motion makers, we hoped to help regions communicate their concerns to the conference. A motion in the CAR, however, is not usually the most effective way to communicate and effect change. A regional motion does not generate the kind of discussion many regions are hoping for, nor does it lend itself to solutions built by

consensus. Rather than a conversation, a regional motion leads to an up or down vote. *A Guide to World Services in NA* explains communication this way:

Communication in between meetings of the conference prepares conference participants to act as fully informed conference members at the next meeting. It becomes as important, if not more so, than the time spent at each conference meeting. The cycle between conferences is when most of the work, approved at the previous conference meeting, is accomplished by world services. Communication during the cycle takes three basic forms: reports, input into the process for new projects, and participation in the worldwide workshop system and other events.

The *Conference Report* is one vehicle through which regions can encourage conversation and work together on policy changes or directions for future work. Yet we need to acknowledge that none of us—neither the World Board nor the RDs—know how to use our vehicles of communication as well as we could to act in full partnership throughout the conference cycle.

We all have much more to learn about how to put the theory of this new system into practice. We are aware that we haven't been as successful at building an effective partnership as we would hope. We need to work on more effective means for delegates to impact the work of the conference and the World Board. At the same time, we hope that delegates will make better use of the *Conference Report*. In short, we all have to work together to create the environment in which delegates and the board can work together as partners. And the ultimate reason that all of this is important is the same reason that we spent that time in an inventory process: to more effectively bring the message of hope to the still-suffering addict.



Motion 7: That a moratorium be placed on changes to Book One of the Basic Text beginning at WSC 2004 and ending at WSC 2010.

Intent: To safeguard the content of Book One of the Basic Text for a period of three conference cycles.

Maker: Show-Me Region

Financial Impact: There is no direct financial impact as a result of this motion.

Policy Affected: None.

Rationale by Region: The passage of this motion would honor the results of the survey taken by NA members with results reflecting that 70% of those taking the survey do not want Book One of our Basic Text changed. At the same time, the moratorium on changes to Book One of our Basic Text would be limited to six years so that there are opportunities for future changes if the NA Fellowship as a whole chooses to make those changes. This motion also leaves Book Two of the Basic Text and all other Narcotics Anonymous literature able to be changed if the NA Fellowship as a whole deems it acceptable.

World Board: *Our recommendation is to not adopt.* As the World Board, we were charged with creating a proposal for the Basic Text evaluation project in the 2004 CAR. Our proposals were to frame what, if any, range of potential revisions and additions will be evaluated for the Basic Text and the Little White Book, as well as the process that will be used. We have attempted to provide a series of decisions that will allow the fellowship to voice their desires about whether they would like to see changes to any portions of the Basic Text. Passing a motion for another moratorium stifles discussion and the opportunity to build consensus. Although the conference has adopted moratoriums on the Basic Text in the past, the motivation was to ensure a stable book for translations because we had just produced six versions of the text in five years. Our decision-making processes as a conference are much different today. These types of motions do not truly bind future conferences. They simply force more parliamentary procedures if any changes are to be considered. It is our hope that we can capture the will of the fellowship regarding issues of this magnitude in a different manner. Since this is an issue that has been actively worked on since 1997, we believe it is time to try to clearly hear and record what it is that the fellowship wants and does not want concerning its Basic Text.



Motion 8: That no changes be considered or made to Book 1, Chapters 1 thru 10 of the Basic Text from WSC 2004 until the start of WSC 2014.

Intent: To preserve the foundational portion of our Basic Text for ten years.

Maker: Free State Region

Financial Impact: There is no direct financial impact as a result of this motion.

Policy Affected: None.

Rationale by Region: Book 1 (chapters 1-10) has been the blueprint of recovery for many addicts worldwide. Although personal experiences may change, the Spiritual Principles that are in Book 1 remain the same. The Spiritual Principles of the NA program are written in Book 1 and have stood the test of time and work.

In addition, Book 1 of the Basic Text has already been translated into multiple languages and this would minimize the expense of a new edition of our Basic Text. This motion would be cost effective and would help eliminate some expenses in the creation of Sixth Edition of our Basic Text and preserve what works. Ultimately, keeping Book 1 as it is currently, would keep the continuity and integrity of literature intact.

World Board: *Our recommendation is to not adopt.* Please see our recommendation for Motion 7.



Motion 9: To direct Narcotics Anonymous World Services, Inc. to create a Book One version of the 5th Edition Basic Text (approved April 25, 1991) and make it available for sale at the same price as other language versions available in Book One only.

Intent: To provide an alternative version of the English Basic Text.

Maker: Buckeye Region

Financial Impact: The only way that we know to represent the potential financial impact of this motion is to assume that all English Basic Text sales would become Book One purchases and to show you what that would mean for one fiscal year. Using data from June 2003, the potential impact of this motion would be that income from our book sales could be reduced by 42.1 percent.

We currently receive an average of \$8.17 per copy for the English Basic Text, after an overall average discount of 15.8 percent. For Book One versions of the text, we receive an average of \$4.63 per copy with the same average discount. The direct production costs between the English Basic Text and Book One versions only differ by approximately \$0.28 per book. Gross sales in Chatsworth of the English Basic Text only in 2002–2003 were \$1,731,755. After discounts and cost of goods these sales resulted in a net sales income of \$1,153,770. If these had been Book One versions, our net sales revenue for these texts would have been \$589,576—a reduction of \$564,194. Similar calculations for the soft cover version of the text would result in a reduction of revenue of \$210,701. That means the total potential reduction for the 2002–2003 fiscal year for Chatsworth only would be \$774,895.

Policy Affected: Current conference policy delegates the pricing for all literature to NA World Services. We are not sure whether this motion seeks to change this policy or to make this decision as a single exception to that policy.

Fellowship Intellectual Property Trust Operational Rules

Article IV; Section 7 Trustee authority without notice or permission

2. The Trustee has complete discretion in the management of all affairs related to the perpetuation of the Trust's business, including contracts, leases, licenses, covenants, manufacturing specifications, inventory and production quantities, distribution and marketing policies and programs, and pricing of products generated from Trust Properties.

Rationale by Region: For addicts who cannot afford a Basic Text at the current price of \$9.70 there would be a Book One version available at the current price of \$5.50. We are well aware of The Little White Book & Introduction to N.A. as an alternative for newcomers. Providing an actual book will preclude them from relegating themselves to “less than” status. This motion goes beyond the newcomer and will enable Narcotics Anonymous to distribute a Basic Text to hospitals and institutions on a par with The Big Book. This would prove a very useful tool in public information.

Tradition Three says “...to ensure that any addict, regardless of ...or financial condition is free to practice the N.A. way of life” p. 62 Basic Text, 5th Edition.

Surely publishing a reduced price text embraces the spirit of our 3rd Tradition and 11th Concept in using NA funds to further our primary purpose.

World Board: *Our recommendation is to not adopt.* Producing a lower priced partial Basic Text in English would reduce income and dramatically impact services. Although our goal is to reach a point where fellowship contributions are the primary source of income, today we are still highly dependent on income from book sales to provide services to our worldwide fellowship. Producing a lower priced partial Basic Text in English would have a negative impact on income from book sales and, therefore, not only detract from the services we now provide but possibly necessitate the restructuring of world services and its services.

Past decisions have confirmed that translated versions of chapters one through ten of the Basic Text are incomplete, and our goal should be to make them complete, not to create another incomplete version. In fact, those translated texts that only consist of chapters one through ten end with a page stating, "Reserved for Book Two personal stories." When Book One was produced in French, which was the first translation of the Basic Text, it was meant as an interim measure that provided translated literature until a complete Basic Text could be produced, not as a precedent for pricing future literature items. Book One and Book Two are, in this respect, misnamed. The Basic Text is only one book with two parts or sections, not two separate books.

We believe that NA resources would be better used to help create "complete" Basic Texts in all languages rather than a "Book One" in English. The addition of personal stories to the Basic Text in each language that already has chapters one through ten available would better serve addicts than producing a partial Basic Text for English-speaking communities that already have a complete Basic Text as well as every other fellowship-approved literature item.



Motion 10: To set aside WSC Policy, and a workgroup be created to review, edit, and submit for approval at WSC 2006 the Tradition Working Guide developed by the Lone Star Regional Literature Committee.

Intent: To create a plan to develop a specific piece of recovery literature to add to our literature inventory that helps membership learn the principles in the Twelve Traditions.

Maker: Lone Star Region

Financial Impact: We are unable to determine the financial impact of this motion at this time.

Policy Affected: This motion seeks to set aside the Guidelines for the NA World Services Budget and the Approval Process for Recovery Literature by developing a piece of literature without using the project planning process and having the fellowship consider a piece of literature not directly developed by the World Board.

A Guide to World Services In NA

Page 28-29, Guidelines for the NA World Services Budget

New project proposals can be forwarded from the fellowship and from the board itself. (See the Ideas for World Service Projects Submission Form in Addendum B.) One of the duties of the World Board is to develop project plans, which include budgets and timelines for all prospective non-routine world service projects. The World Board reports to the conference on all ideas that they receive and chooses to propose some of those ideas to the conference for further discussion and eventual prioritization. The board decides which items they believe are desirable, practical, and achievable and develops project plans for these items. These are forwarded to conference participants prior to the WSC for eventual prioritization at the conference. No project proposal will be considered for prioritization or action during the same WSC as it was originally proposed.

Page 33, Approval Process for Recovery Literature

A. Review-form Literature

1. Literature developed by the World Board is sent out for a review period before the development of an approval-form draft. The time and method of this review, considering translations, is determined by the World Board based on the needs of the fellowship and the piece in development.

B. Approval-form Literature

1. Approval-form literature is prepared by the World Board and is distributed for a period of time, considering translations, determined by the World Board of not less than one hundred fifty (150) days. The length of this approval period is determined by the World Board based on the needs of the fellowship and the piece being considered for approval.

Rationale by Region: After the demise of the World-level subcommittee system (H&I, Public Information, Literature R&I) there has been little or nothing for established Review and Input committees to do. This is a long, and well respected function in the Fellowship that has been all but denied the right to serve NA as a whole with the newer method of developing literature. This document has been several years in the making by Narcotics Anonymous Trusted Servants serving on a service committee that was appointed in keeping with our 9th Tradition. The basis for this document is our book, *It Works: How and Why*. The bulk of the work has been completed, and with careful attention there should be no reason this document could not be put out for Conference Approval in 2006.

World Board: *Our recommendation is to not adopt.* We have received material from many sources containing potential literature ideas about our traditions, and we do not see this as the top priority for literature development at this time. If we were to undertake a project on the traditions, however, we would typically consider all of the input from the fellowship in creating a draft, rather than taking one piece from one source as speaking for the fellowship. When this kind of input toward a literature project is submitted to world services, those who have worked on it need to unconditionally surrender the text for it to be considered in a literature project. We do not see this unconditional surrender of a piece taking place since the text in question is already generally available on a zonal forum website.

Every book-length piece of literature has used a slightly different development process, and we continue to explore ways to involve the fellowship in the

process. Nonetheless, it is not a function of world services to create work for regional committees; literature projects should not be created to give literature review committees a task. This motion does not even allow members or local committees to review and give input on drafts. The only real criticism we have heard about the sponsorship piece to date has been about whether there was adequate time and ability for fellowship involvement. This was with two years of actively seeking the fellowship’s input and then a more-than sixty-day review and input period. We do not believe that this motion contains the content or the process the fellowship expects and desires.

One result of the changes in structure and process since 1998 is that the conference has established a definite process for prioritizing and approving projects. This motion reverts to our old methods of creating projects on the floor of the conference rather than responsible planning and consideration of the overall use of resources.



Motion 11: To allow the limited (fair use) reprinting and quoting of the NA Fellowship approved copyrighted literature by registered NA Service Boards and Committees that have a presence on the Internet.

Intent: To allow registered NA Service Boards or Committees who have a presence on the Internet to utilize traditional Narcotics Anonymous language in the fulfillment of our primary purpose.

Maker: Southern California Region

Financial Impact: We are unable to determine the financial impact of this motion at this time.

Policy Affected: This motion would amend the following WSC policies:

NA Intellectual Property Bulletin #1

Use by registered NA service boards and committees

Registered NA service boards and committees who wish to quote or reprint portions of NA Fellowship-approved recovery literature, *either electronically on the Internet, or by hard-copy in printed format*, should always include the proper notation or credit identifying the origin of the quote or reprinted portion they wish to use. Generally speaking, the length of a reprint or quote should not exceed 25% of the original piece. In the case of NA books, reprints or quotes should not exceed 25% of a single chapter or section.

Any use of NA’s name, trademarks or recovery literature that is not specifically covered is reserved to NAWS, Inc. The use covered in the Intellectual Property Bulletins does not create any other right or claim by the user to any of the fellowship's marks under any theory of law, fact or equity.

Rationale by Region: Should this motion pass, area and regional websites would be able to describe the NA program with the language in “What is the NA Program”, “Who is an Addict?”, or quote from NA Fellowship approved literature. This is the language we feel best describes our program and our disease.

Because a service board or committee employs the Internet as a recovery tool should not exclude its use of the most basic language of NA. Committees that meet in person already enjoy this right through IPB's #1&4; this policy should be applied equally to the Internet.

The most eloquent and profound way to carry our message is by using language from our literature, pamphlets and readings. Preventing a Service Board or Committee from using these tools severely hinders our ability to carry our message of hope and recovery in Narcotics Anonymous.

World Board: *Our recommendation is to not adopt.* Although we do not support the wording of this motion, we are in favor of the idea of making our message available electronically. Posting IPs on our website, na.org, was one step in this direction, and we will be pursuing further steps to make more of our literature accessible online. We will continue to work on this until WSC 2004, where we will engage the conference in a discussion about this idea. If the conference supports the idea of registered areas and regions being able to post portions of our literature online, we will ask the conference to support a two-year experiment and not make a change to policy until WSC 2006.

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Motion 12: To adopt the following as fellowship approved:

- **All keytags, chips, and medallions in the colors and corresponding time frames currently available from NAWS. Presently available from NAWS are keytags and chips as follows; welcome white, 30 days orange, 60 days green, 90 days red, 6 months blue, 9 months yellow, 1 year moonglow (Luminance white), 18 months gray, multiple years black, and medallions in bronze, bi-plate, gold plate, silver and 14 K gold for 18 months, 1-45 years, and eternity in English and bronze 1-20 years in Spanish, French, Brazilian/Portuguese**
- **Furthermore, to delegate to NAWS the authority to produce non-English keytags, chips, and medallions corresponding to their English counterparts with the text appropriately translated as deemed practical by NAWS as conference-approved items**
- **As fellowship approved items, keytags, chips, and medallions would require that NAWS present proposals for any changes to these items in the Conference Agenda Report. Minor design and material changes would not require fellowship approval.**

Intent: To obtain fellowship approval for these item because of their use in the groups and recovery meetings.

Maker: Carolina Region

Financial Impact: The only direct financial impact we can foresee that could result would be from the delay in seeking fellowship approval for design or production standards, and this is impossible to quantify.

Policy Affected: Current conference policy delegates this type of decision to NAWS. The following policy would need to be amended, or new policy would need to be created, to show that changes to keytags and medallions would require presentation in the CAR and approval at the conference.

Fellowship Intellectual Property Trust Operational Rules

Article IV; Section 7: Trustee authority without notice or permission

In the absence of the Trustor's specific direction to the contrary, the Trustee may make the following decisions relative to administration of the Trust without prior notice to or permission of the Trustor:

1. The Trustee has complete discretion as to the manufacturing format of products generated from Trust Properties, including appearance, design, typeface, paper grade, binding, cover, ink, or other material.

Rationale by Region: According to NAWS, none of these items are fellowship- or conference-approved. These items are used in the recovery part of our meetings at the group level. In keeping with the traditions, we do not normally use outside materials in recovery meetings; we use fellowship-approved literature. These items are a valuable adjunct to our recovery and have become symbols of our recovery. They help keep addicts clean. Due to their significance in the recovery process, they need to join our literature as fellowship approved. Some groups do not recognize nor utilize the eighteen-month or multiple year items because they believe these items are not Conference/Fellowship approved. Obtaining fellowship approval will serve to assist in resolving the controversy over the eighteen-month and multiple year keytags, chips and medallion. Resolution of this controversy would allow groups to concentrate more fully on their primary purpose and eliminate the complaint of non-approval.

World Board: *Our recommendation is to not adopt.* Production standards for all literature items are currently delegated to the World Board, and this delegation has been affirmed at many WSC meetings. We recognize that keytags and medallions have become an important part of the recovery process for members. But as with production standards for our recovery literature—for example, the cover or layout of a book—design choices are not sent out in the CAR for approval.

We recognize that some of our members may have the desire for the items mentioned in this motion to be fellowship-approved. However, this may not solve any controversies at the group level. No group is mandated to use all fellowship-approved material, and each group chooses what items they use or do not use. Some give out keytags or chips; some do not. Some read *Just for Today* as part of their format; some do not. And so on. Furthermore, implementing a conference approval process for keytags and medallions is simply not practical. Requiring WSC approval for these would mean that any change in color shade, design details, manufacturer specifics, etc. would then require at least a two-year process before implementation. We believe that this motion would unintentionally create obstacles for NAWS and the WSC.



Motion 13: To rescind the voting rights of the World Board members at the World Service Conference.

Intent: To allow only Delegates, representatives of the members of the Fellowship, to have the conscience in the decision making process.

Maker: Wisconsin Region

Financial Impact: There is no direct financial impact as a result of this motion.

Policy Affected: This motion would amend the following WSC policies:

A Guide to World Services In Narcotics Anonymous

Page 7, The Meeting of the World Service Conference

World Board members ~~vote only in election and new business sessions but~~ may make motions in all sessions.

Page 14, World Board External Guidelines

Membership

These conference-elected members will have equal participation rights, ~~including~~ *excluding* voting on the board and at the World Service Conference. ~~Board members may not, however, vote that have been to the groups in the Conference Agenda Report or on any other items of Old Business at the World Service Conference.~~

Page 56, WSC Rules of Order

Voting

- L. Only Regional Delegates vote in old business sessions on old business motions.
- M. Regional Delegates and World Board members vote on items in new business.

Rationale by Region: None provided.

World Board: *Our recommendation is to not adopt.* Board members do not vote at all during old business sessions when issues contained in the *Conference Agenda Report* are presented. The board does vote, however, in new business and election sessions at the WSC, which include items that have not been previously presented to the fellowship for consideration. During these sessions all conference participants, delegates and board members alike, have equal responsibility for the decisions and actions taken. Allowing each participant an equal part in decision-making is an integral part of the consensus-based decision-making at the World Service Conference that we have been striving to fully implement for the past several conferences. We believe that the current policy does provide balance in the decision-making process.

The Seventh Concept states, "All members of a service body bear substantial responsibility for that body's decisions and should be allowed to fully participate in its decision-making processes." World Board members are *elected* conference participants and should fully participate in discussing and voting on new ideas during the conference week. Eliminating that ability limits the board's responsibility and participation.



Motion 14: To change the percentage required for election to the World Board from 60% to 51%.

Intent: To create a lower percentage requirement for electing World Board members.

Maker: Lone Star Region

Financial Impact: There is no direct financial impact as a result of this motion.

Policy Affected: This motion would amend the following WSC policies:

A Guide to World Services In NA

Page 14, World Board External Guidelines

Membership

The World Board will consist of up to twenty-four members elected by at least ~~60%~~ 51% of the World Service Conference.

Page 23, World Service Conference Election Procedures

Elections

5. Voting

- b) The World Board nominees receiving the most votes above the required ~~60%~~ 51% majority will be elected to the available positions on the World Board.

Rationale by Region: Since the advent of the new service structure, we have not been able to elect what the fellowship views as a sufficient number of World Board Members. The current system has proven itself flawed in four consecutive World Service Conferences. The wording, “up to 24 members elected by at least 60%,” created, and continues to create confusion. Given the current misconception that many in the fellowship have about elections, it might be prudent to simplify the process. A 60% margin has prevented us from electing members to the World Board, and will continue to restrict our ability to maintain enough members to accomplish the duties we need them to do. At WSC 2002 we had enough nominees to fill the World Board, if they had been elected. Our World Board is getting smaller as terms expire, and this ineffective election process is not serving the fellowship as a whole.

World Board: *Our recommendation is to not adopt.* We definitely agree that there is a problem with the current nominations and elections system. We have met with the Human Resource Panel twice and will continue to do so and have tried to frame discussions with conference participants. We will continue to frame these discussions up to and during WSC 2004. All of the components, as well as the system, need to be examined and evaluated before any of the individual pieces are changed. It is the system that is not working rather than simply one component, such as the percentage required for election. Lowering the expectations does not seem to be a responsible action at this point. Board members serve for six years, and the current policy was created to show that the conference as a whole fully supported each candidate by having an overwhelming, rather than a simple, majority.

Even were the percentage required for election to be lowered, that would not necessarily “fill” the board. A simple majority (fifty percent), as called for in this motion, would not have filled the board at WSC 2002 or the previous conferences since the World Board was created.

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Motion 15: To direct the World Board to develop a project plan, timeline, and budget, for WSC 2006 about lowering the cost to all participating regions by 25% for all World Service events. These events shall include: the World Service Conference, World Service Meetings, and the Worldwide Workshops. This plan will not include any World Convention.

Intent: To consider a project that reduces the cost of world service events to regions.

Maker: Lone Star Region

Financial Impact: The financial impact would be whatever time it took the World Board to have the necessary discussions to frame this project plan for presentation to the conference and for the conference to consider the proposal. The cost of any potential project would depend on the details of the project plan.

Policy Affected: None.

Rationale by Region: The Eleventh Concept clearly states in our booklet *Twelve Concepts for NA Service* (pg. 24), “Narcotics Anonymous funds should always be used to further our primary purpose.” The cost for participation at NAWS is prohibitive and excessive. Donations in the service structure are already inadequate to fund our services, and this is not just at the World level. It is not realistic to expect the funding of Delegates by NAWS to continue. We should not have to suffer the financial burden of travel when there is work that can be done in our local communities with the funds we spend for travel. While it is necessary to attend World Service events, in order to maintain unity, it should cost less. “When NA members contribute service funds, they expect their funds to be used carefully, and to be used for the sole purpose of furthering our primary purpose.” (Pg. 27)

World Board: *Our recommendation is to not adopt.* The World Service Conference is an event that costs a region nothing to have their delegate attend. The conference has made a decision that assuring delegate attendance is its top priority. World services pays all expenses for delegates, including food, lodging, and transportation. Only the regions that choose to and are financially able to do so send an alternate to the WSC.

A World Service Meeting was not held during this conference cycle. The World Service Meeting in the previous conference cycle was attended by approximately thirty-nine delegates and thirty-six alternates, only one of whom, an alternate, was from outside of the US. The events listed, other than the World Service Conference, are choices each region makes as to whether or not to send their delegate or alternate. The intention of worldwide workshops, thus far, has been to make a direct connection between world

services and local attendees, not as a service meeting that delegates should feel obligated to attend. NAWS attends most zonal forum meetings annually in order to interact with delegates.

World service events, similar to events held at the regional and area level in NA, are often negotiated and priced as a package, in order to get reasonable rates for both meeting and sleeping rooms. These “package” negotiations generally involve free or reduced-price meeting space along with a commitment to utilize a certain number of sleeping rooms at a given price. Lowering the cost to regions, therefore, would result in higher costs to someone else—individual members or world services. The World Service Conference is the best example of this approach. Meeting space is offered to us at no cost based on the number of sleeping rooms we use. By signing multiple-year agreements, we are able to keep room rates for all conference participants lower (room rates have only increased \$6.00 in the last five years), saving both regions and NA World Services money.

Regardless of the above, any investigation of lowering the cost of world service events, were such an investigation to take place, would not require the project plan process.



Motion 16: To direct the World Board to develop a project plan, timeline, and budget, for WSC 2006 about the creation of new WSC Rules of Order based on Consensus Based Decision Making as it applies to the World Service Conference.

Intent: To consider developing a standard for consensus based decision making at the World Service Conference.

Maker: Lone Star Region

Financial Impact: The financial impact would be whatever time it took the World Board to have the necessary discussions to frame this project plan for presentation to the conference and for the conference to consider the proposal. The cost of any potential project would depend on the details of the project plan.

Policy Affected: None.

Rationale by Region: Parliamentary Procedure is by nature confrontational, much in the same way our service structure has been for many years. The fellowship has grown to the point where we can no longer afford to takes sides on issues, or simply represent our local NA constituencies. We belong to a global fellowship, with a global vision and strategic framework to aid in this rapid development. *Robert’s Rules* were written with an inherent need at the time for order with a firm hand, as it applied to meetings and conferences...over one hundred and twenty years ago. Narcotics Anonymous did not exist at the time, nor did the needs of our fellowship even become apparent until decades after the first printing of these rules. Consensus implies a common ideal, and allows for the betterment of those participating. *Robert’s Rules* concern itself

with votes, and numbers...oftentimes to the exclusion of true purpose and need.

World Board: *Our recommendation is to not adopt.* A motion was committed to us at WSC 2002 about this issue. In the spirit of that motion, we will already be presenting a project plan to WSC 2004 for approval. If this motion were to pass, it would delay conference consideration of this idea from WSC 2004 to WSC 2006.

Also, one result of the changes in structure and process since 1998 is that the conference has established a definite process for prioritizing and approving projects. This motion reverts to our old methods of creating projects on the floor of the conference and without considering the overall use of resources rather than responsible planning.

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Motion 17: This proposal seeks to change the trustor of the Fellowship Intellectual Property Trust, and if adopted, would require that this proposal be sent out for a six-month review and input period which ends before June 2005 and then be presented to the fellowship in the 2006 *Conference Agenda Report*.

To reduce the total number of representatives and to provide for equal geographic representation at WSC 2008, the current regional delegate representation will be replaced by fellowship representatives. The World Service Conference shall be comprised of a maximum of 72 fellowship representatives:

- **Up to 18 from North America**
- **Up to 18 from Europe**
- **Up to 18 from Asia/Pacific Rim**
- **Up to 18 from South/Central America**

Intent: To implement the following parts of Resolution A as adopted by the fellowship at WSC 1996. To reduce the total number of representatives. To provide for equal representation from all geographic entities.

Maker: Minnesota Region

Financial Impact: We are unable to determine the financial impact of this motion at this time.

Policy Affected: See Addendum F.

Rationale by Region: In 1996, the Fellowship of Narcotics Anonymous overwhelmingly passed Resolution A, calling for a reduction in the number of representatives and equal geographic representation. At that time, we all expressed our understanding that it is critical for the conference to have a global perspective. While it's true that the bulk of NA groups are located in the United States, there is no longer justification for the bulk of representatives to come from the U.S. With the overwhelming majority of representatives coming

- **Northeast Zonal Forum: up to 2**
- **Plain States Zonal Forum: up to 2**
- **Southeast Zonal Forum: up to 2**
- **Southern Zonal Forum: up to 2**
- **Western States Zonal Forum: up to 2**

Note: This motion will only be offered if motion 17 is adopted.

Intent: This motion creates and defines geographic districts and provides a method for selection and recognition of fellowship representatives. It also establishes points of accountability for selection of fellowship representatives.

Maker: Minnesota Region

Financial Impact: We are unable to determine the financial impact of this motion at this time.

Policy Affected: See Addendum F.

Rationale by Region: According to the World Services Vision Statement and The World Service Conference Mission Statement, the WSC has a worldwide perspective. It is supposed to unify NA worldwide. The fellowship overwhelmingly approved Resolution A, because we all understand and agree on the importance that the WSC reflect the entire world rather than the small fraction covered by the United States.

Slowly the number of delegates from outside the United States has been growing, but even now the conference has well over a two-thirds majority of US delegates, with a US perspective, and little or no direct experience of the key issues involved in global fellowship development: translation, international travel and communication, etc. This will change with the passage of these motions. The composition of the conference will become more globally balanced.

World Board: *Our recommendation is to not adopt.* Please see our report about Resolution A on page 25.

> > > > > > > > > > > > >

Motion 19: To direct the World Board to develop a project plan, timeline, and budget, for WSC 2006 for the implementation of the following sections from Resolution A:

- **To reduce the total number of representatives**
- **To provide for equal representation from all geographic entities; and,**
- **To encourage a consensus-based decision-making process.**

Intent: To further the process of implementing Resolution A.

Maker: Lone Star Region

Financial Impact: The financial impact would be whatever time it took the World Board to have the necessary discussions to frame this project plan for presentation to the conference and for the conference to consider the proposal. The cost of any potential project would depend on the details of the project plan.

Policy Affected: None.

Rationale by Region: In 1996 this resolution was adopted by the WSC, and has been the subject of much debate throughout the Fellowship. The wording of this resolution, "to approve in principle," lent itself to a great deal of debate, and much confusion. After almost eight years of discussion and debate, it is time to put into "practice" the "principle" that is Resolution A. One possible model would be to divide the WSC into six districts that sends three representatives each to the Conference. World Board participation would remain the same. This would satisfy the first two points of the resolution. Consensus Based Decision Making is more effective with less people making the decision, and it seem to make sense to incorporate the work from the World Board that was directed by WSC 2002 to fulfill the last point of the Resolution.

World Board: *Our recommendation is to not adopt.* Please see our report about Resolution A on page 25.

WSC 2004 Abbreviated Motions List

Motion 1: To approve the book, *Sponsorship*, contained in Addendum A.

Maker: World Board, page 13

Motion 2: To replace the existing IP #11, *Sponsorship*, with the revised draft contained in Addendum B. This motion would also approve the replacement of the text from the entire *Sponsorship* IP that currently appears in *An Introductory Guide to Narcotics Anonymous*.

Maker: World Board, page 13

Motion 3: To replace the three quotes in *Just for Today* from the existing IP #11, *Sponsorship*, with material from the proposed IP as follows:

- ◆ February 8 would now read, “ ... an NA sponsor is a member of Narcotics Anonymous, living our program of recovery, who is willing to build a special, supportive, one-on-one relationship with us.”;
- ◆ March 13 would now read, “A sponsor is not necessarily a friend, but may be someone in whom we confide. We can share things with our sponsor that we may not be comfortable sharing in a meeting.”
- ◆ March 26 would now read, “In seeking a sponsor, most members look for someone they feel they can learn to trust, someone who seems compassionate...”

Maker: World Board, page 14

Motion 4: To approve work on revisions to the Basic Text, *Narcotics Anonymous*, that includes:

- ◆ no changes made to Chapters One through Ten,
- ◆ the addition of a new preface to the Sixth Edition preceding the current preface (the current preface will remain the same and be titled “Preface to the First Edition”),
- ◆ the replacement of some or all of the current personal stories, in order to better reflect the broad diversity of our fellowship, and
- ◆ a brief introduction to the revised personal stories section.

The timeframe for this work will be two conference cycles, from 2004 to 2008, including a six-month review and input period. The approval form of the Sixth Edition Basic Text will be distributed as an appendix to the *2008 Conference Agenda Report* for a minimum of 150 days.

Maker: World Board, page 20

Motion 5: To change the maximum number of members for the World Board from “up to twenty-four” to “up to eighteen” and to reflect that change in the *World Board External Guidelines* in *A Guide to World Services in NA*.

Maker: World Board, page 22

Motion 6: To eliminate specific language about standing committees, except the Executive Committee, from the section *Committees of the Board* in the *World Board External Guidelines* in *A Guide to World Services in NA*. These changes would also be reflected in the section on *General Duties* and in the chart representing the world service structure.

Maker: World Board, page 23

Motion 7: That a moratorium be placed on changes to Book One of the Basic Text beginning at WSC 2004 and ending at WSC 2010.

Maker: Show-Me Region, page 30

Motion 8: That no changes be considered or made to Book 1, Chapters 1 thru 10 of the Basic Text from WSC 2004 until the start of WSC 2014.

Maker: Free State Region, page 31

Motion 9: To direct Narcotics Anonymous World Services, Inc. to create a Book One version of the 5th Edition Basic Text (approved April 25, 1991) and make it available for sale at the same price as other language versions available in Book One only.

Maker: Buckeye Region, page 32

Motion 10: To set aside WSC Policy, and a workgroup be created to review, edit, and submit for approval at WSC 2006 the Tradition Working Guide developed by the Lone Star Regional Literature Committee.

Maker: Lone Star Region, page 33

Motion 11: To allow the limited (fair use) reprinting and quoting of the NA Fellowship approved copyrighted literature by registered NA Service Boards and Committees that have a presence on the Internet.

Maker: Southern California Region, page 35

Motion 12: To adopt the following as fellowship approved:

- ◆ All keytags, chips, and medallions in the colors and corresponding time frames currently available from NAWS. Presently available from NAWS are keytags and chips as follows; welcome white, 30 days orange, 60 days green, 90 days red, 6 months blue, 9 months yellow, 1 year moon glow (Luminance white), 18 months gray, multiple years black, and medallions in bronze, bi-plate, gold plate, silver and 14 K gold for 18 months, 1-45 years, and eternity in English and bronze 1-20 years in Spanish, French, Brazilian/Portuguese
- ◆ Furthermore, to delegate to NAWS the authority to produce non-English keytags, chip, and medallions corresponding to their English counterparts with the text appropriately translated as deemed practical by NAWS as conference-approved items
- ◆ As fellowship approved items, keytags, chips, and medallions would require that NAWS present proposals for any changes to these items in the Conference Agenda Report. Minor design and material changes would not require fellowship approval.

Maker: Carolina Region, page 36

Motion 13: To rescind the voting rights of the World Board members at the World Service Conference.

Maker: Wisconsin Region, page 38

Motion 14: To change the percentage required for election to the World Board from 60% to 51%.

Maker: Lone Star Region, page 39

Motion 15: To direct the World Board to develop a project plan, timeline, and budget, for WSC 2006 about lowering the cost to all participating regions by 25% for all World Service events. These events shall include: the World Service Conference, World Service Meetings, and the Worldwide Workshops. This plan will not include any World Convention.

Maker: Lone Star Region, page 40

Motion 16: To direct the World Board to develop a project plan, timeline, and budget, for WSC 2006 about the creation of new WSC Rules of Order based on Consensus Based Decision Making as it applies to the World Service Conference.

Maker: Lone Star Region, page 41

Motion 17: This proposal seeks to change the trustor of the Fellowship Intellectual Property Trust, and if adopted, would require that this proposal be sent out for a six-month review and input period which ends before June 2005 and then be presented to the fellowship in the 2006 *Conference Agenda Report*.

To reduce the total number of representatives and to provide for equal geographic representation at WSC 2008, the current regional delegate representation will be replaced by fellowship representatives. The World Service Conference shall be comprised of a maximum of 72 fellowship representatives:

- ◆ Up to 18 from North America;
- ◆ Up to 18 from Europe;
- ◆ Up to 18 from Asia/Pacific Rim;
- ◆ Up to 18 from South/Central America

Maker: Minnesota Region, page 42

Motion 18: To create geographic districts and define the selection of fellowship representatives.

Maker: Minnesota Region, page 43

Motion 19: To direct the World Board to develop a project plan, timeline, and budget, for WSC 2006 for the implementation of the following sections from Resolution A:

Maker: Lone Star Region, page 44

Discussion Questions

The following are questions from the key result areas of the strategic framework that might be useful for discussion during your CAR workshops. They represent areas of discussion that will occur at WSC 2004.

Leadership and Management

- ◆ *How do you encourage people to get involved in service?*
- ◆ *What do you expect from your leaders, and how do you communicate those expectations?*
- ◆ *How do you know when they are doing a good job?*
- ◆ *How can world services strengthen its relationship with the fellowship?*

Fellowship Support

- ◆ *What tools, information, or support could NA World Services provide to help groups, areas, and regions build a strong foundation to carry the NA message of recovery?*
- ◆ *How can we make NA more attractive and responsive to all of our members and potential members?*

Resources

- ◆ *How can we increase fellowship awareness of the need for donations sufficient to cover services?*
- ◆ *What does self-support really mean?*

Communication

- ◆ *How can we improve the communication within the fellowship?*
- ◆ *How can we help NA achieve “universal recognition and respect as a viable program of recovery”?*

Recovery Literature

- ◆ *Who do we need to make a greater effort to reach through our literature?*
- ◆ *What ideas do you have to make the literature development process more effective, efficient, and responsive?*

Nomination Information

Dear NA Member,

Before you complete your World Pool Information Form, we would like to let you know a little more about service at the world level.

The position for which you may be nominated will require that you make a commitment of at least two years, with the possibility that your commitment could last for up to six years. This means that you may be asked to make a considerable investment of your time. You may be asked to travel and spend time away from your family, your job, and your home. This can mean as much as one weekend every month away from home, and also the week of the conference. You may also be required to spend some of your personal funds in order to fulfill your responsibilities. Certainly you will have work to do at home in your spare time, such as reading or writing reports and discussing the plans and objectives of your work with other members. In addition, you may be asked to participate in conference telephone calls that may last several hours.

In order to provide our fellowship with the very best level of service possible, we ask that you carefully consider the responsibilities that go with the elected position for which you may be nominated. You may wish to consult your employer, your family, and/or your sponsor. Talking with members who have served at the world level may give you additional insights into the commitment involved. Service on this level has many rewards and may have a profound effect on your life and personal recovery. However, it does not come without hard work, long hours, dedication, and personal sacrifice.

The World Pool Information Form is for all nominations. The positions that are available at WSC 2004 for nomination and election are: two positions on the Human Resource Panel, two positions for the WSC Cofacilitator, and up to sixteen positions on the World Board. More information about these positions and the process to be used this year will be available prior to the conference. The HRP will submit nominations for World Board members, the Human Resource Panel, and WSC Cofacilitators.

For regional nominations, information forms are reproduced and distributed to all conference participants prior to elections. In order to facilitate this process, please ensure that you use the form provided and do not substitute another format. This is the only format that will be included in the package that is distributed to conference participants. The World Pool Information Form is also posted on world services website, www.na.org, or available upon request from the WSO.

World Pool Information Form

(Formerly the World Pool Resume)

Please type or print legibly in English and return to:
Human Resource Panel, NA World Services, Inc., PO Box 9999, Van Nuys, CA 91409 USA
Fax (818) 700-0700

Day _____ Month _____ Year _____ First Submission Updated Form

Personal Information

Name: _____ Clean Date: _____ / _____ / _____
Day Month Year

Address: _____

City: _____ State/Province: _____

Postal/Zip Code: _____ Country: _____

Home Phone: _____ Fax: _____

Email Address: _____

Your Region: _____

General Service Interest

(Please mark your preference based on your skills and background)

World Board Conference Cofacilitator Human Resource Panel WSC Projects

Languages

For each language, please indicate your skill level as **FLUENT (F)**, **AVERAGE (A)**, or **MINIMUM (M)**. Write in additional languages if applicable.

Language	This is my 1 st Language	Can Write	Can Read	Can Speak
English				

Translate *into* English

I can translate this Language <i>into</i> English	When Written	When Spoken

Translate *from* English

I can translate <i>from</i> English to this Language	When Written	When Spoken

Education

Please complete *all* sections that apply.

Secondary/High School Completed <input type="checkbox"/> Yes <input type="checkbox"/> No			
College/University/Technical School Completed <input type="checkbox"/> Yes <input type="checkbox"/> No			
<input type="checkbox"/> Degree <input type="checkbox"/> Diploma <input type="checkbox"/> Certificate/Course	Qualifications/Status Obtained:	From _____	To: _____

<input type="checkbox"/> Degree <input type="checkbox"/> Diploma <input type="checkbox"/> Certificate/Course	Qualifications/Status Obtained:	From _____	To: _____

<input type="checkbox"/> Degree <input type="checkbox"/> Diploma <input type="checkbox"/> Certificate/Course	Qualifications/Status Obtained:	From _____	To: _____

<input type="checkbox"/> Degree <input type="checkbox"/> Diploma <input type="checkbox"/> Certificate/Course	Qualifications/Status Obtained:	From _____	To: _____

Professional and/or Community Organization Memberships			

Occupational Skills - Work Experience

Usual Occupation/Job Title: _____	From: _____
_____	To: _____
Other or Previous Occupations(s): _____	From: _____
_____	To: _____

Please check *current* skills/experience you are able to demonstrate:

General Skills (Check your <u>five</u> best skills only)	Business Experience (Check usual status- <u>one</u> only)	Specific Management Skills (Check <u>all</u> that apply)
<input type="checkbox"/> Accounting <input type="checkbox"/> Liaison <input type="checkbox"/> Arts & Graphics <input type="checkbox"/> Marketing <input type="checkbox"/> Communication <input type="checkbox"/> Math/Statistical <input type="checkbox"/> Contractual <input type="checkbox"/> Policy Development <input type="checkbox"/> Corporate Law <input type="checkbox"/> Presentation <input type="checkbox"/> Customer Service <input type="checkbox"/> Professional Translator <input type="checkbox"/> Decision Making <input type="checkbox"/> Public Relations <input type="checkbox"/> Domestic <input type="checkbox"/> Research <input type="checkbox"/> Editorial <input type="checkbox"/> System Analyst <input type="checkbox"/> Ethics <input type="checkbox"/> Team Building <input type="checkbox"/> Evaluation <input type="checkbox"/> Training <input type="checkbox"/> Facilitation <input type="checkbox"/> Writing <input type="checkbox"/> Health Care <input type="checkbox"/> Other _____ <input type="checkbox"/> IT Specialist <input type="checkbox"/> Other _____ <input type="checkbox"/> Law/Legal	<input type="checkbox"/> Administrative <input type="checkbox"/> Executive Management <input type="checkbox"/> Middle Management <input type="checkbox"/> Senior Management <input type="checkbox"/> Team Leader <input type="checkbox"/> Other _____	<input type="checkbox"/> Corporate Management <input type="checkbox"/> Event Planning Management <input type="checkbox"/> Financial Management <input type="checkbox"/> Human Resources Management <input type="checkbox"/> Informational Management <input type="checkbox"/> International Management <input type="checkbox"/> Project Management <input type="checkbox"/> Sales Management <input type="checkbox"/> Strategic Planning <input type="checkbox"/> Other _____

Service Experience

Current/Recent Service Position(s)

Dates	Position	Length of Service	Group/Area/Metro/Zone Region/World Service
From: _____ To: _____			

In the “M/L” boxes below please enter **number of years** that applies. The first column is for how long you were a **MEMBER (M)** of the group or committee. The second column is for how long you held **LEADERSHIP POSITIONS (L)** such as chair, vice-chair, treasurer, or secretary of that committee.

M	L	World Service Experience
		Ad Hoc Group
		Cofacilitator
		HRP
		RD/RDA(RSR/RSRA)
		Special Worker
		Work Group
		World Board
		World Board of Trustees
		World Convention Corporation
		WS Translations Committee
		WSC Admin
		WSC H&I
		WSC Literature
		WSC PI
		WSC Policy
		WSO-BOD
		Other
		Other
M	L	Zonal Service
		Events/Activities
		H&I
		Literature
		Outreach
		Phone/Helpline
		PI
		Policy
		Translations
		Zonal Delegate
		Zonal Forum Admin
		Other
M	L	Other
		Other

M	L	Regional Service
		Events/Activities
		H&I
		Literature
		Outreach
		Phone/Helpline
		PI
		Policy
		RCM/ASR
		RSC
		Translations
		Website
		Other
M	L	RSO/ASO
		Board of Directors (BOD)
		Committee Member
		Special Worker
		Volunteer
		Other
M	L	Regional/Area Convention
		BOD or Exec. Committee
		Committee Member
		Volunteer
		Other
M	L	Area or Metro Service
		ASC/Metro
		Events/Activities
		GSR
		H&I
		Literature
		Outreach
		Phone/Helpline
		PI
		Policy
		Translations
		Website
		Other

References

List three (3) current references of people you have served with: (Please complete all information)

First and Last Name	Address, City, State, Zip/Postal Code, Country	Area Code Telephone	Email Address

General Questions

1) What is your vision for NA World Services?

2) With your service experience and accomplishments in mind, please elaborate on any skills or talents you can bring to NA World Services.

3) Give an example of how you brought energy and/or creativity to your service work.

4) In a committee or work group setting - what are your strengths?

5) Would you describe yourself as a: (please check all that apply)

- Leader Team Player Detail Oriented Discreet Visionary Trustworthy
 Philosopher Open-minded Orator (speaker) Doer Thinker Time-line-oriented
- Of those checked, choose one or two that best describes you and tell us how you demonstrate them in service to Narcotics Anonymous.

6) What do you find most rewarding in your job, in service, and throughout your life in general?

Thank you for completing this form

Glossary

Biennial

Occurring every two years.

CAR

See Conference Agenda Report.

Conference Agenda Report (CAR)

A publication that consists of business and issues that will be considered during the biennial WSC meeting. Released a minimum of one hundred and fifty (150) days prior to the opening of the conference, with translated versions released a minimum of one hundred and twenty (120) days prior. The front portion of the CAR, in all the languages in which it is published, is available at no charge on the web at www.na.org.

Conference-Approval Track (CAT)

A term used to describe items sent to conference participants ninety (90) days prior to the World Service Conference. Included are any proposals for seating of regions, the draft budget and project plans for the upcoming conference cycle, and any material being presented for consideration under the service-material approval process.

Conference Cycle

The two years between conferences. For the current conference cycle, that refers to the two fiscal years running from 1 July 2002 to 30 June 2004.

Conference Participants

For the purposes of decision-making, conference participants are defined as regional delegates and World Board members. Only delegates vote on old business items that have appeared in the *Conference Agenda Report*.

Conference Report

The full report of all world service activities sent to WSC participants; Delegates and regions may also have reports published. Typically issued two times a year. Mailed to conference participants and subscribers and also posted at www.na.org. March issue customarily contains board, HRP, and regional reports.

Fellowship Intellectual Property Trust (FIPT)

A legal trust that serves as custodian for NA's recovery literature and logos (trademarks). The document creating the FIPT is called a *trust instrument*; it explains how NA's literature and trademarks are managed and protected for the benefit of the fellowship as a whole. Approved by the fellowship in April 1993.

Guide to Local Services in Narcotics Anonymous, A (GLS)

A service handbook, approved in 1997, intended to serve as a resource for NA groups, areas, regions and their subcommittees in establishing and providing local services.

Guide to World Services in NA, A (GWSNA)

A compilation of policy decisions that have been approved by the World Service Conference, including WSC guidelines. The name was changed from *A Temporary Working Guide to Our World Service Structure (TWGWSS)* in 2002. TWGSS, its precursor, was first published in 1983 as the temporary successor to the *NA Service Manual* (a.k.a. *The NA Tree*), which in turn was first published in 1976.

Human Resource Panel (HRP)

Provides the World Service Conference with a list of qualified candidates for election to the World Board, the Human Resource Panel, and the cofacilitator positions. Is also responsible to administer the World Pool. Consists of four individuals elected by the WSC.

Issue Discussion Topics

Two topics selected by the WSC that concern the fellowship as a whole, to be discussed by the fellowship during the next conference cycle.

NA Way Magazine, The

Published quarterly, *The NA Way Magazine* currently offers articles about service, recovery-oriented stories, and entertainment as well as a calendar of international NA events. Available by request in English, French, Spanish, Portuguese, and German, and posted at www.na.org.

Narcotics Anonymous World Services (NAWS)

Refers to Narcotics Anonymous World Services, the legal name for world services.

NAWS News

A newsletter sent out by the World Board after each board meeting reporting on their current activities. Published in English, French, German, Portuguese, and Spanish. Sent to all conference participants, registered areas and regions and posted at www.na.org.

Project Plan

Developed by the World Board for all prospective non-routine world service projects. Includes the proposed scope of the project, budget, and timeline. Presented to the WSC.

Regional Assembly

A gathering of group service representatives (GSRs) and regional committee members (RCMs), conducted by the RSC, to discuss issues affecting NA worldwide, usually in preparation for the biennial WSC meeting. The regional delegate is sometimes elected at the assembly.

Regional Delegate (RD)

Attends the WSC as a voting delegate from an NA region (or equivalent service body). Is responsible to help communicate between the region and world services throughout the conference cycle.

Regional Service Committee (RSC)

A body that draws together the combined service experience of a number of adjoining areas for the mutual support of those areas. Composed of RCMs, the regional delegate, alternate delegate, and others as needed.

Strategic Framework

A long-term strategy for world services to provide new or improved services and support that facilitates the continuation and growth of Narcotics Anonymous worldwide.

Temporary Working Guide to Our World Service Structure, A (TWGWSS)

See *A Guide to World Services in NA*.

Twelve Concepts for NA Service

Fundamental NA principles guiding our groups, boards, and committees in service affairs. WSC-approved in 1992; published with essays and study questions as a self-titled booklet.

Workgroups

Small working bodies of the World Board created for a specific purpose.

World Board

The World Board is the service board of the World Service Conference. The board provides support to the Fellowship of Narcotics Anonymous in the fellowship's effort to carry the message of NA. Oversees the activities of NA World Services, including our primary service center, the World Service Office. The board also holds in trust for the NA Fellowship the rights for all its physical and intellectual properties (which includes literature, logos, trademarks, and copyrights) in accordance with the will of the fellowship as expressed through the WSC.

World Pool

A pool of members' service resumes (World Pool Information Forms) demonstrating a variety of recovery- and service-related experience as well as any skills necessary for the successful completion of world-level assignments. All NA members with over five years clean are eligible and encouraged to complete the information form.

World Service Conference (WSC)

Unlike all other service bodies of NA service, the conference is not an entity; it is an event—the coming together of the NA Fellowship from around the globe. Every two years regional delegates, the members of the World Board, and the executive director of the World Service Office meet to discuss questions of significance to the Fellowship of Narcotics Anonymous. The World Service Conference is the one point in our structure where the voice of NA as a whole can be heard regarding issues and concerns affecting our worldwide fellowship. The conference is a vehicle for fellowship communication and unity: a forum where our common welfare is itself the business of the meeting.

World Service Office (WSO)

The name of the physical location of the primary worldwide service center for NA World Services. The headquarters is located in Chatsworth (Los Angeles), California, USA, with branch facilities in Mississauga, Ontario, Canada and Brussels, Belgium. The WSO prints, stocks, and sells NA Fellowship- and conference-approved literature, service handbooks, and other materials. Provides support for new NA groups and developing NA communities. Serves as a clearinghouse for information about NA.

World Service Meeting

An informal meeting sometimes held between conferences for the purpose of communication, discussion, and input.

WSC Cofacilitator(s)

Two individuals who preside over the business meeting of the World Service Conference. Elected by the World Service Conference.

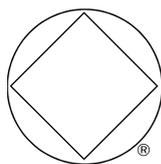
Zonal Forums

Locally organized, service-oriented sharing sessions that provide means by which NA communities can communicate, cooperate, and grow with one another. Involves participants from neighboring regions.



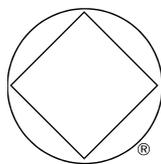
The Twelve Steps of Narcotics Anonymous

1. We admitted that we were powerless over our addiction, that our lives had become unmanageable.
2. We came to believe that a Power greater than ourselves could restore us to sanity.
3. We made a decision to turn our will and our lives over to the care of God *as we understood Him*.
4. We made a searching and fearless moral inventory of ourselves.
5. We admitted to God, to ourselves, and to another human being the exact nature of our wrongs.
6. We were entirely ready to have God remove all these defects of character.
7. We humbly asked Him to remove our shortcomings.
8. We made a list of all persons we had harmed, and became willing to make amends to them all.
9. We made direct amends to such people wherever possible, except when to do so would injure them or others.
10. We continued to take personal inventory and when we were wrong promptly admitted it.
11. We 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 and the power to carry that out.
12. Having had a spiritual awakening as a result of these steps, we tried to carry this message to addicts, and to practice these principles in all our affairs.



The Twelve Traditions of Narcotics Anonymous

1. Our common welfare should come first; personal recovery depends on NA unity.
2. For our group purpose there is but one ultimate authority—a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern.
3. The only requirement for membership is a desire to stop using.
4. Each group should be autonomous except in matters affecting other groups or NA as a whole.
5. Each group has but one primary purpose—to carry the message to the addict who still suffers.
6. An NA group ought never endorse, finance, or lend the NA name to any related facility or outside enterprise, lest problems of money, property, or prestige divert us from our primary purpose.
7. Every NA group ought to be fully self-supporting, declining outside contributions.
8. Narcotics Anonymous should remain forever nonprofessional, but our service centers may employ special workers.
9. NA, as such, ought never be organized, but we may create service boards or committees directly responsible to those they serve.
10. Narcotics Anonymous has no opinion on outside issues; hence the NA name ought never be drawn into public controversy.
11. Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, and films.
12. Anonymity is the spiritual foundation of all our traditions, ever reminding us to place principles before personalities.



Twelve Concepts for NA Service

1. To fulfill our fellowship's primary purpose, the NA groups have joined together to create a structure which develops, coordinates, and maintains services on behalf of NA as a whole.
2. The final responsibility and authority for NA services rests with the NA groups.
3. The NA groups delegate to the service structure the authority necessary to fulfill the responsibilities assigned to it.
4. Effective leadership is highly valued in Narcotics Anonymous. Leadership qualities should be carefully considered when selecting trusted servants.
5. For each responsibility assigned to the service structure, a single point of decision and accountability should be clearly defined.
6. Group conscience is the spiritual means by which we invite a loving God to influence our decisions.
7. All members of a service body bear substantial responsibility for that body's decisions and should be allowed to fully participate in its decision-making processes.
8. Our service structure depends on the integrity and effectiveness of our communications.
9. All elements of our service structure have the responsibility to carefully consider all viewpoints in their decision-making processes.
10. Any member of a service body can petition that body for the redress of a personal grievance, without fear of reprisal.
11. NA funds are to be used to further our primary purpose, and must be managed responsibly.
12. In keeping with the spiritual nature of Narcotics Anonymous, our structure should always be one of service, never of government.