

What's happening in NA World Services that you may want to know...

We encourage you to email or copy this page for interested members and your ASCs and RSCs.

- ✦ You can help with the Service System project by telling us about your best practices. What do you do in your NA community that helps improve service delivery, build communication and cooperation, and more successfully carry the message to the addict who still suffers?
- ✦ Updated tools for the Issue Discussion Topics for this cycle—*Leadership; Communication; and Our Freedom, Our Responsibility*—are available online at <http://www.na.org/IDT/IDT.htm>.
- ✦ Review-and-input drafts of the self-support pamphlets, *Keeping It* and *Giving It Away*, and proposed revisions to *In Times of Illness*, are out for fellowship review until 30 May 2009. You can access these drafts online at <http://www.na.org/conference> with the username and password to access these is *WSC2010*. You can also provide feedback online.
- ✦ A survey is online to gather fellowship input for the book project, "Living Clean." Participate by going to <http://www.na.org/conference/LC/index.htm>
- ✦ If your region did not result from a split from an existing region, and would like to be considered for seating at WSC 2010, please let us know by 1 April 2009. And if you have ideas for us to consider in our discussions about WSC seating, we are always open and looking for your ideas!
- ✦ Just like the rest of the world, we have some financial challenges ahead of us. Costs have increased for developmental literature, translations, fellowship development and workshops, WSC publications, shipping, public relations, and the World Service Conference. Nonetheless, we were able to provide over \$625,000 in free or subsidized literature to members around the world on your behalf between July 2007 and June 2008, and almost \$400,000 in the first six months of this fiscal year.
- ✦ We also would like to hear why you think regional contributions are not coming to NAWS even though the regions' expenses have been offset by delegate funding. Please feel free to contact us.
- ✦ Effective 1 April 2009 there will be changes to shipping charges for WSO Chatsworth, Canada, and Europe. Effective 1 July 2009 the cost of *translated* versions of the first portion of the Basic Text will be \$7.50 and literature from WSO Europe will be priced in Euros.
- ✦ Worldwide workshops are scheduled in Oakland, California, 27 February–1 March 2009, and Boston, Massachusetts, 20–22 November 2009. Plans for workshops in Japan and the Middle East are underway. Please visit <http://www.na.org/nawsevents/event-reg.htm> for more information.
- ✦ We are beta testing <http://web.na.org>, the new version of the website for the Fellowship of Narcotics Anonymous. It includes new design features focused on user-friendliness. Please look around and test it out. If you see problems, please email webmaster@na.org.
- ✦ WCNA-33 will be 20–23 August 2009 in Barcelona! The last world convention in Europe was in 1995, and the next will be in 2027. Join us for this unique opportunity to celebrate both our recovery and our diversity. Please visit <http://www.na.org/wcna/>.
- ✦ The Human Resource Panel is distributing a new form in March that must be completed for all candidates submitted by regions, zones, and the World Board. The deadline for these submissions is 31 October. Individuals who wish to be considered need to submit or update their World Pool form by 31 August.

Go to *NAWS News* at <http://www.na.org/reports/nawsnews/nawsmain.htm>



OUR AMBITIOUS CONFERENCE CYCLE CONTINUES TO MOVE FORWARD!

The World Board met 21–24 January 2009 in Chatsworth, CA, and we had a productive first meeting of this new year. Our agenda centered

on conference projects and NAWS' current financial picture. Additionally, we discussed changes to the US shipping rates and translated Basic Texts; we discussed WCNA 33, committed motions, and met for a half day with the Human Resource Panel. These activities did not cover our entire agenda, yet they offer a glimpse of how we spent our time.

The current financial picture for NAWS mirrors the current global economic downturn. While steps have been taken to reduce overall expenses for public relations activities and travel requests, we remain optimistic that our current financial status can be turned around.

We will be releasing drafts of the Self-Support pamphlets and *In Times of Illness* for a ninety-day review-and-input period on 1 March. We believe that as members and committees review the Self-Support pamphlets, each of us will gain a new understanding of what it means to be self-supporting and how funds are expended. Tied into self-support and responsibility is US fellowship shipping charges, which have not changed in over ten years even though actual shipping costs have dramatically increased.

We spent a full day in a facilitated discussion focused on our Service System project. We have heard throughout the years at workshops what is lacking: an attitude of giving back to a fellowship that saved our lives. This missing attitude manifests in disunity, lack of trusted servants, and declining financial resources and cooperation. The Service System project aims to help stem the tide of service disparities by working with our fellowship and the board.

We spent time reviewing committed motions and began our WSC seating discussions. We heard an update about the "Living Clean" project, which has received more than 1,300 responses to the online survey (404 completed surveys).

WCNA 33 registration numbers and the Barcelona site challenges completed our agenda. We have approximately 1,570 pre-registered for this August convention, and we are looking at ways to maximize our use of the location and increase registrations. As we have reported, we hope to see 5,000 members at the event in Barcelona, which for many will be a once-in-a-lifetime recovery event on the Mediterranean.

Finally, we are considering ways to maximize reporting and conserve production costs for *NAWS News*, *The NA Way*, and *Reaching Out*. We created a front-page synopsis for *NAWS News* and would like to encourage you to distribute this one

page to your RSCs and RCMs. Please contact us with your ideas or experience at worldboard@na.org.

SERVICE PAMPHLETS ONLINE



As reported in the November *NAWS News*, we recently released two service pamphlets, *Principles and Leadership in NA Service* and *An Introduction*

to NA Meetings. Those pamphlets are now available online with the other SPs at http://www.na.org/servicemat/svc_pamphlets.htm and are also available for purchase.

LOOKING TOWARD WSC 2010—COMMITTED MOTIONS UPDATE

With the deadline for WSC 2010 conference motions set for August 2009, it is time for us to engage you in a discussion about our ideas about issues raised at WSC 2008. We understand that many regional service bodies meet quarterly, and that may mean there will be only a few regional meetings at which to gather fellowship concerns and bring forth motions before the deadline. We encourage delegates to send ideas to the World Board as soon as possible.

Motions committed to us at WSC 2008 include **Motion #39**, which asks the World Board to consider updating the NA public service announcements as soon as possible. When we discussed this in our January meeting, the general feeling was that while producing new PSAs would benefit the PI and PR service efforts of the fellowship, we do not currently have the human or financial resources to take this on. We plan to present a proposal to WSC 2010, and we encourage the sharing of current fellowship efforts. The PR staff at NAWS is collecting locally developed PSAs in both Spanish and English along with releases for us to share these with other NA communities. We will post all of these on our local resource area, once we have the necessary permission, so that others can access and use these tools. Please contact pr@na.org if you have questions or have locally developed PSAs you are willing to share.

A second motion committed by unanimous consent is **Motion #60**. This motion asked us to include a small group session at the next WSC facilitated by delegates. We will select topics of interest and facilitators from current delegates. The session will be a time for delegates to discuss topics of particular concern in their regions, share common practices

and solutions and increase communication. Our hope is that this session will facilitate the sharing of ideas and build unity while serving as a starting point for continuing discussions throughout the conference cycle.

Motion #71 asked us to make material from Candidate Profile Reports (CPRs) for the World Board, the Human Resource Panel (HRP), and the cofacilitators available to all delegates prior to the conference in the languages of all regions seated. We understand delegates' need and desire to make informed decisions about the selection of trusted servants. We see challenges with making this a reality as being focused on two different but related areas. One challenge is the release of information prior to the WSC and the distribution of personal information and pictures outside the conference setting. The other is the reality of trying to make information available in all languages represented, which challenges our ability to find resources to do this and the cost of doing so. This is not something we are currently able to do for any item of printed material for the conference. Russian, Italian, and Japanese are just some of the examples of languages into which we currently have no publications or reports translated by NAWS. But all three are examples of languages for which we paid translators to be present at the conference to assist the delegate. We were able to provide translated CPRs in Spanish at WSC 2006, but were not able to accomplish the same thing for WSC 2008. Due to limited human resources, we were only able to have a meeting at the conference where this material was translated for the Spanish-speaking delegates verbally. And the release of both this material and its translation impacts the timeline of when the HRP can complete its work. We will continue to research this issue and have discussions with the HRP, and report our findings to you.

Motion #54 was not committed to us but seemed to have some level of support at WSC 2008 when it was considered. This motion asked the WB to include in the Conference Approval Track (CAT) the actual language of the motions for all project plans, budgets, regional seating recommendations, and service material. We had a lengthy discussion during our meeting about the pros and cons of this idea. On one hand it seems to ask for a simple "cheat sheet" of motions similar to what is included in the *Conference Agenda Report*. The current cover of the CAT contains a simple-to-copy, one-page summary of all items included, with a short explanation of each. The con of this approach seems to be that it puts more emphasis on the motions themselves rather than on the ideas that need to be discussed at the time the CAT material is released in January prior to the conference. We are not sure if this really helps to support the conference's stated desire to continue to move more toward consensus-based decision making (CBDM). We have seen the evolution of ideas and eventually, motions for new business throughout the *CAR* workshop cycle and the

conference week itself as a good thing, and would not want to do anything that hinders that evolution. The addition of delegate review of the service pamphlets is an example of how CAT material can change through discussions from the time the CAT is released to when the motions are actually offered in new business. We think the new business session at the WSC still needs a lot of work, and the feedback from delegates seems to support this perception. There is much we can offer on a trial basis for any conference that does not require changing conference policies beforehand. We want to make sure that whatever we offer actually helps move us in the right direction, so we are looking for your ideas about both the specifics of the idea expressed in this motion and any other ideas you may have to improve the WSC, particularly the new business session. We still have some time before this material is developed and released, and we need your feedback!

CONFERENCE PROJECT UPDATES

LIVING CLEAN

The project plan for this book was adopted at WSC 2008; however, the idea for it has been an item on the "literature wish list" almost continuously since 1983. The group agreed that the tone and style of the book would be like that of the Basic Text: direct, honest, and straightforward.

As of January 2009 there were 404 complete survey responses received via the website, with another 121 surveys receiving partial responses. We continue to seek experience, strength, and hope from our membership. The survey can be found at <http://www.na.org/conference/LC/index.htm>. The survey is also online in French, German, Portuguese, and Spanish; we are trying to cast the net as widely as possible to capture the voice of our members worldwide. We are also receiving responses in written form from members who have mailed their answers.

The workgroup will meet again on 19-21 February 2009 in Chatsworth. The meeting focus will be on continuing to develop the first couple of chapters in preparation for the review-and-input period. That review-and-input will include the first two chapters and a detailed outline of the book. We want the fellowship to see what topics will be covered and hear back from members about the topics and chapter drafts. We anticipate releasing these drafts for fellowship review and input in the summer of 2009.

SERVICE SYSTEM

We quickly realized this cycle that although we asked for your support in initiating this project, we had not done a very good job of communicating our expectations for both this project and the workgroup. We spent the second day of our meeting backing up a bit and trying to better define the scope of what we expected with this project. We knew we had challenges that reached past simply the service

structure, which is why we called this the Service System project. We discussed the components of a system—the structure, process, people, and resources; all focused toward a common vision. We are fortunate in NA; there is a commonly held understanding of why we do what we do. Whether we call it the primary purpose as expressed in our traditions (to carry the message to the addict who still suffers) or we describe it in more detail as in the NAWS Vision Statement, we all mean the same thing. We have been hearing through workshops and fellowship discussions for the past many years about our collective difficulties in keeping that focus and being effective in our service efforts. The repercussions of that collective inability are many, but we hear the same things repeated throughout the world. We were reminded about what we said in the 2008 *Conference Agenda Report* about this discussion topic in the fellowship:

Repeatedly over the course of these four years, we have heard that we need better communication, less duplication of efforts, more training, and more effective delegation, among many other responses. We need to find a way to make service more attractive, more accessible, and more supportive. Interestingly enough, these are all observations that were repeatedly made about world services in the 1980s and early 1990s. Many of you will remember that we ceased all but essential services to devote our attention to an inventory, and the results of that inventory led to a restructuring of world services, including the adoption of our vision statement in 1996 and the creation of the World Board in 1998. Almost immediately, we began to see improvements, and we continued to suggest smaller improvements to the structure (e.g., reducing the size of the board). While, of course, things aren't perfect in world services today, they are greatly improved on every front.

But while we made huge structural changes to world services, little has changed on the local level. We're not suggesting that local service bodies should cease all but essential services for a years-long inventory process, but we are thinking that we need to reexamine our service structure in a broad sense. Perhaps some of our chronic problems mentioned above can be alleviated through restructuring local services in some way.

After much discussion, we defined the overarching question for this project as “How can we build a system of service within NA that is driven by unity of purpose, and that allows for flexibility in meeting the diverse service needs and goals of our NA communities?” We know this project and the issue of WSC seating definitely overlap and that we were correct in asking for two conference cycles to discuss both of these issues. We agreed that a common vision is essential to guide all our service efforts, and the workgroup will be asked to refine the NAWS Vision Statement so that it speaks to all areas of NA service. Toward the end of the day, we

began the process of deciding what our next steps are and who should undertake them. We will continue shaping this project and assigning responsibilities at our next meeting. We want to work in tandem with the workgroup to ensure a continual communication flow, a shared responsibility, and clearly defined parameters for the project.

SELF-SUPPORT AND IN TIMES OF ILLNESS

We planned to release drafts of *In Times of Illness* and two self-support pieces, *Keeping It* and *Giving It Away*, for review and input on 1 March 2009, with input due back by 30 May 2009. To consolidate our mailings we are releasing these drafts a few weeks early, along with this *NAWS News*, and will keep the 30 May deadline. This will allow about a 100-day review period. We will also be posting these pieces to our website and will password-protect that location so they are

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not distributed to the general public. We will use the user name and password of *WSC2010* and will keep this logon information throughout this conference cycle. We hope this will make it simpler for members and encourage you to check back here throughout the cycle. The review-and-input packet includes a cover memo, along with individual cover memos introducing the materials for each project having review-and-input questions. We encourage everyone to read these drafts and submit input.

NAWS PUBLICATIONS— WHERE DO WE GO FROM HERE?

NA World Services currently publishes three quarterly free periodicals for the fellowship. *The NA Way* is our recovery journal, bringing you voices of many addicts joining together to carry our message around the world. It is distributed in five languages to over 55,000 in print and by email (and an additional 25,000 copies per quarter in Farsi), and many more access it online. *NAWS News* offers a view of what is going on in World Board meetings and reports on NAWS' work. It is available in English, French, German, Portuguese, Swedish, and Spanish and is distributed to conference participants, areas, and regions; it is also available online. *Reaching Out* is aimed at helping incarcerated addicts stay in touch with the world of NA on the outside. *Reaching Out* is distributed in

English only to 2,531 inmates and 35 professionals. Over 7,000 copies are sent to areas, and almost 400 copies are distributed by subscription every quarter. It is also posted online.

These free publications are printed, translated, and widely distributed to regions, groups, and individuals. As the costs of production and distribution have steadily increased over the past couple of years, we have remained committed to providing these valuable resources to our worldwide fellowship free of charge. We have reached a point where production, translations, and shipping costs are steadily rising, and the world economy is in a precarious state. It may not be an effective use of the fellowship's funds to proceed in the same manner in the future. This means we need help from you, our members, to do what we do in NA whenever we reach a level of awareness that indicates the way we have been doing things is not working: We look for a solution.

In 2008 NAWS spent over \$200,000 on conference and fellowship publications. These include *Reaching Out*, *Meeting by Mail*, *The NA Way*, *NAWS News*, the *Conference Agenda Report*, and the *Conference Report*. There was about a 25% increase in cost from 2006 to 2008 for conference publications. This is primarily due to translations and distribution increases. With this in mind, we are actively looking for ways to improve efficiency and/or reduce expenses. Statistics from the NAWS database indicate that many members receive more than one NA publication. Electronic subscriptions are also a mode of delivery that could drastically reduce our distribution costs. There are currently 7,867 groups and members who receive *The NA Way Magazine* electronically, with many more downloading these publications regularly without a subscription. This represents a small fraction of the total number of subscribers. We would like groups and members to evaluate whether or not they would be willing to convert their subscriptions from paper to electronic.

A major item we have questioned in our discussions about publications is the automatic nature of what we send, and to whom. We know that when we send one copy of *The NA Way* to every group or one copy of *NAWS News* to every area or region, the best that can happen is that some member takes the time to read the publication rather than thinking that the publication is actually distributed to the entire group. And then there is the large number of copies that are mailed to ASCs which sit and are never collected or read. While almost 40% of our costs for *The NA Way* are for translation and distribution in languages other than English, we have not had a discussion for over a decade about which languages we translate or how they are received or valued. At the same time, we know our ability to communicate with our members, however flawed it may be, has improved with these publications. So, how do we improve on what we know to be a flawed system? We certainly cannot proceed very effectively without your help. We plan to better frame this issue and engage you in a discussion about what our future publications efforts should include.

The publication *Meeting by Mail* was created at a time before the Internet. It was created to link isolated members together and is published bimonthly in English for slightly over 700 people. Of the 700 who receive this publication, over 400 also receive *The NA Way*. It is our intent to discontinue this publication after two more issues. The next issue will allow us to notify subscribers and the second issue will allow them in some ways to say good-bye to this publication. We plan to engage them in exploring ideas about how we might possibly be able to meet their needs in other ways.



**NAWS Annual Report
1 July 2007–30 June 2008**

This report is now available online at <http://www.na.org/reports> and a copy is included in this mailing to conference participants.

FISCAL UPDATE

Our financial picture remains bleak; we continue to spend more each month than we are receiving through literature sales and fellowship contributions. Through 31 December 2008, our expenses exceeded income by over \$350,000. Some of this is because of the impact of the change to the Sixth Edition Basic Text and medallions, and some is because November and December are typically slower months for us; but the trends of rising expenses with flattening income are still there. We believe by taking immediate action on shipping expenses and thoroughly reviewing our publications costs, we are taking responsible steps to halt this downward trend. We also have a workgroup looking into the world convention, but expect this will be a more long-term solution since contracts are already signed through 2013. We mentioned in the last *NAWS News* that we all need to share a more equal financial responsibility. Moreover, we need help from our partners to continue meeting the service needs of our fellowship.

We want to continue actions that help us move toward fulfillment of our vision statement. We provide free literature to communities worldwide to help every addict experience our message of recovery in their language and culture, and we believe this purpose is of paramount importance to emerging communities. NAWS and NA communities worldwide work together in a spirit of unity and cooperation in an effort to fulfill our primary purpose. To help us accomplish this, we participate in zonal meetings globally. Finally, our desire is that NA has universal recognition and respect as a program of recovery; through our participation at events, professionals become aware that NA is a community resource, and hopefully refer addicts to NA meetings. All of these service efforts represent our commitment to the principle that "no addict seeking recovery need die from

the horrors of addiction.” We hope our partners in service—members, groups, areas, and regions—view these services as critical for fulfillment of our organizational purpose and help ensure that contributions continue to flow.

We have implemented a decrease in funding for travelers and materials at workshops and PR events. We gave away or subsidized over \$600,000 in literature in the last fiscal year and almost \$400,000 in the first six months of this fiscal year. Obviously, we could stop doing this, but we desperately hope it does not come to this. We need your support to help ensure continuation of services and support to members worldwide. Our goals as a worldwide fellowship with more than 53,000 meetings in 130 countries were realized through translation and availability of our message worldwide, through fellowship developmental trips and workshops, through providing information about the NA program at professional events, and through assisting members with service- and recovery-related issues. We need your financial help to accomplish our collective service aims.

We also would like to hear your ideas on how to improve the contribution flow to NAWS to support service delivery. Please feel free to contact us at worldboard@na.org with your comments, suggestions, and solutions. We believe that, together, we can continue to grow our fellowship so that addicts have the opportunity to experience recovery in their own language and culture.

CHANGES TO SHIPPING COSTS, TRANSLATED TEXTS, AND WSO-EUROPE

Shipping

We mentioned earlier that shipping costs have remained the same for over ten years and noted how that has affected us. During the last fiscal year NAWS’ expenses for shipping exceeded budget by \$150,000. Consider how that lost amount would buy more than 13,500 Basic Texts for new members.

After lengthy discussion and deliberation, we found our most responsible course of action was to increase shipping charges as so much of the world has had to do in this last year. This increase reflects what it actually costs to ship an order. The table below outlines shipping charges effective 1 April 2009 for orders shipped from Chatsworth and Canada. Shipping charges for orders from WSO Europe will also be changed to match the shipping rates from Chatsworth effective 1 April 2009.

Total Order	Current	Rates as of 1-Apr09	
		US/CAN	Europe
\$0.01 – \$25.00	\$2.50	\$5.00	€ 5.00
\$25.01 – \$50.00	\$3.50	\$7.00	€ 7.00
\$50.01 – \$150.00	7%	15%	15%
\$150.01 – \$500.00	6%	12%	12%
\$500.01 and over	6%	6%	6%

A walk-in handling fee of 5% will be added for orders under \$500

The changes in the first four categories will now cover the actual costs of shipping those orders. Some of you may notice that literature orders above \$500 remain unchanged. The volume of books and keytags ordered adequately covers costs for these shipments, though not completely. Our changes in shipping are also intended to not undermine distribution through areas, regions, and offices. Contracted offices have already absorbed the increase in shipping costs over the past year, since we pass on our actual shipping expense to these customers. Very few costs have remained constant over the past ten years. As our shipping costs have increased, we have done our best to shoulder the responsibility; but we can no longer continue that practice.

Translated Basic Texts

As we discussed at WSC 2008, the price for translated texts that only contain the first ten chapters of the Basic Text was originally set to ensure availability of this material rather than being priced like other literature. With the Sixth Edition Basic Text being priced at \$11, it seems past time to adjust the cost of these alternative versions. Effective 1 July 2009, the price of these versions will go from \$5.50 to \$7.50. We will continue to work with the many affected communities that receive either additional discounts, subsidies, or free literature.

WSO-Europe

WSO Europe has also lost money for the past eighteen months. This change from a branch that covered its expenses to a branch that lost money is due to currency exchange rates. This is an office whose expenses are primarily in Euros, but which changes the price of its literature every month to adjust for the price we list in dollars. For instance, a keytag that now costs \$0.37 US cost \$0.30 two years ago and \$0.23 in July 2008 through WSO-Europe. And a \$9.70 Basic Text was \$7.98 two years ago and \$6.15 this past July. This practice no longer makes economic or operational sense. By standardizing prices for WSO-Europe in Euros, we believe we will be able to withstand the ups and downs of currency fluctuations while having a stable branch operation. We will also be able to eliminate the need for currency conversions on a monthly basis in our accounting system.

Effective 1 July 2009, literature available through WSO-Europe will be priced the same in euros as it is in dollars. In other words, an \$11 Sixth Edition Basic Text will be €11. And, of course, in keeping with our primary purpose, we will continue to work with the many affected communities that receive either additional discounts, subsidies, or free literature.

WORLDWIDE WORKSHOPS

27 February–1 March 2009

The first US worldwide workshop will be held in Oakland, CA, on the weekend of 27 February–1 March 2009. We are very excited to be getting together with members in the Northern California Region, as well as with those who are sure to travel from surrounding areas and regions outside “NoCal.” A downloadable flyer and online registration for the Oakland worldwide workshop can be found on our website at <http://www.na.org/nawsevents/event-reg.htm>.

We also have selected a date and site for a fall worldwide workshop: 20–22 November 2009 in Boston, Massachusetts. Again, this is sure to be a great opportunity to interact with members from in and around Boston and beyond. We will have more details on the Boston WWW as we move closer, and once those details are finalized we will post a flyer and online registration on the website. These will be the only US-based worldwide workshops for this 2008–2010 conference cycle.

We hope everyone will help us get the word out on these workshops to ensure successful events. Remember, registration is free and the program is designed to be of interest to every NA member, not just those involved in structured service in NA. It is a great opportunity for members to share what is going on in their NA community and broaden their perspective by hearing and seeing what is going on elsewhere in NA.

WCNA 33

20–23 August 2009

Barcelona, Spain



We had hoped to report that members rushed to register for WCNA 33 and registrations are exceeding our expectations. However, that is not our reality, even though we remain optimistic. As of 23 January 2009, these are our figures:

1,570 registrations, 433 rooms sold, and 98 cabins booked for the cruise. We understand we are all facing challenging economic times, yet we believe this convention experience on the Mediterranean Sea can be coupled with a cost-effective vacation in Europe either prior to or following the world convention.

With all the people who have already booked cabins on the week-long cruise leaving Barcelona at the conclusion of the convention, we will be looking into having meetings during the cruise. In addition to the cruise, we are working with areas and regions surrounding Barcelona on events that are either pre- or post-WCNA 33. We hope if it is your plan to see

the Costa del Sol or make a quick trip to the south of France (a five-hour drive) you will be able to attend some local NA events in these world-renowned vacation destinations. As those NA events are planned, you can check our website at www.na.org/wcna. We hope this will make your trip to Barcelona more enjoyable, knowing you have other European destinations to incorporate into your vacation.

Many of you who are already pre-registered are anxiously waiting to hear about entertainment and purchase tickets. While the facilities for the comedy show and concert have been secured, we are still working diligently on finalizing the entertainment. As soon as we have entertainment confirmed we will eblast information and put tickets on sale.

The program development group (PDG) created for WCNA 33 includes Michael C, World Board member from Spain, and Arne H, WB member from Vancouver, Canada. They are getting input from the support committee in Spain on main speaker and workshop topic suggestions. As speaker CDs and tapes are submitted, the speaker CD review group (a group of volunteer members who listen to the tapes and CDs) ranks them and provides input to the PDG. The PDG will make suggestions for main speakers to us, and then begin working on workshops and selecting speakers based on registration lists. As you know, workshop speakers are selected from people already planning to attend the convention, while main speakers are funded to attend the convention.

The WCNA 33 support committee will meet with NAWs staff responsible for planning the convention on 28 February 2009 in Barcelona. At their next meeting, they will work on volunteer recruitment—the primary responsibility of the support committee—and input on other areas of the convention to give this recovery event the distinctive feel of Barcelona, Spain.

Our public relations efforts in Barcelona have been unique for this convention, and we are utilizing the skill and experience of the support committee to assist us. We have been working with a PR firm in Barcelona whose aim is to help us raise awareness of NA. This has been necessary in order to get some assistance from the local government for the convention. The support committee has been assisting in this process, and our hope is to leave Barcelona and Spain with a group of NA members who can continue the PR efforts we start while we plan the convention.

For additional updates about WCNA 33 as they become available, please go to www.na.org/wcna.

FROM THE HUMAN RESOURCE PANEL

Greetings from your HRP! We met the same weekend as the WB and were able to spend an afternoon together discussing both our proposed changes to the RBZ process and the committed motion about CPRs. As this was our second

meeting this cycle, we needed to decide which of the three newly elected panel members was going to complete the vacated HRP position that will end in 2010. We drew names and identified Paul F as that member. Greg S and Paul will complete their terms at WSC 2010 and Margaret H-M and Valerie D will serve until WSC 2012. We then chose a new panel leader for the next two years by drawing names. We are happy to announce that Margaret will serve as the incoming panel leader. Our outgoing leader, Greg, will work with Margaret to ensure a smooth transition.

We are fast approaching some important deadlines and many of you can expect to see more communication from us very soon. Items of importance will include submissions for the RBZ (region, board, and zone) process. You may remember that this process allows the World Board, regions and zones the opportunity to forward potential candidates to the HRP. To ensure a good understanding of how to utilize this process, we will mail detailed information and the applicable forms to all those service bodies able to participate. In that mailing, there will be a new questionnaire included. We are asking service bodies to complete this form for each candidate they submit. Our hope is that this new questionnaire will offer us additional perspectives that will strengthen our ability to consider those potential candidates. We will also place a copy of both of these forms on our website. Thanks in advance to those service bodies that complete this form.

There are currently 1,085 members in the World Pool. As directed by *A Guide to World Services*, we will be contacting all members who have not submitted or updated their World Pool Information Form (WPIF) in the last three years. They will be removed from consideration in the upcoming nominations process if they do not update their WPIF forms.

In an effort to be as effective and efficient as we can be, we will use electronic communication (email) as a primary means of contacting members as we move through our nomination process. Please be certain that we have your most current email address. Also remember that we only send communication to one email address per member. Even if you provide us with multiple addresses, we will only send correspondence to your primary email address.

Finally, please be sure to review the NAWS calendar for important nominations and HRP deadlines.



CALENDAR FOR 2008–2010

Worldwide Workshops

27 February–1 March 2009: Oakland, California

20–22 November 2009: Boston, Massachusetts

Dates in Japan and the Middle East still to be determined.

Deadlines

15 February: Travel requests for April–June 2009

15 May: Travel requests for July–September 2009

1 March–30 May 2009: Review-and-input period for *In Times of Illness* and *Self-Support*

1 April 2009: Deadline for request to be recognized as a new conference participant at WSC 2010

1 August 2009: Regional motion deadline (*Motions must be received by this date and be in CAR-ready form by 28 August. We encourage all delegates to begin a dialogue with the WB ahead of this deadline. We will attempt to help you find ways to get your issue discussed by conference participants.*)

31 August 2009: Deadline for WPIF submission or update to be considered for WSC 2010 HRP nomination

31 October 2009: Deadline for region, zone, and World Board candidate submissions to the HRP with the new submission form

25 April–1 May 2010: World Service Conference 2010

WCNA 33

20–23 August 2009: WCNA 33 in Barcelona Spain, Amor sin fronteras, Love without Borders

22 August 2009: World Unity Day