WORLD SERVICE CONFERENCE
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To: The Fellowship

From: Bob Hunter, WSC Chairperson

Re: History of the development of *A Guide to Service in N.A.* and the Twelve Concepts for N.A. Service

Over the past year, I've received correspondence from various area and regional committees, asking questions with regard to the work of the Ad Hoc Committee on N.A. Service. Most of the questions pertain to the formation of the ad hoc committee (formerly the Select Committee) and to the direction of the committee's work. I asked the staff of the World Service Office to draft a brief history of the formation of the ad hoc committee and the nature of its project. The information contained in this history was taken from past WSC minutes, ad hoc committee minutes, and ad hoc committee reports. Some of the personal observations contained in this history are from an office staff member who, up until recently, has been involved with the ad hoc committee since its inception. As with all personal observations, there may be some who disagree with the observer's perceptions. I ask you to receive this report in the spirit in which it is intended: one of providing pertinent information.

Having been an RSR alternate when the Select Committee presented its first report to the conference, I am somewhat familiar with the history of the committee's work. I have reviewed past WSC minutes, and I believe that the information presented here is fair and accurate.

HISTORY

1982 World Service Conference

Several important events occurred during this conference: (1) The WSC adopted pages 1-15 of The Green Service Manual describing group, area, and regional services, and postponed the proposed restructuring of world services (making the WSO board a subcommittee of the World Service Committee) outlined in that manual; (2) A special committee hammered out an agreement on behalf of the WSC, allowing for more direct selection of members to the WSO and Trustee boards and other changes in WSO bylaws; (3) A motion was adopted to withdraw the current service manual in print, to be replaced by the original manual approved by WSC '79, with changes made by subsequent WSC action; and (4) A motion was adopted requesting that the outgoing WSC Administrative Committee "investigate the A.A. service structure as to how the beneficial aspects of its structure might be adopted by N.A."

1983 World Service Conference

The report to the WSC on the A.A. structure was given little attention and contained no recommendations. N.A. was changing and growing so fast, there was little time for adequate discussion about the future. A compilation report, including the original material approved in 1979 and all subsequent actions by the WSC, was prepared and presented during the conference, as requested by WSC '82. That compilation report was adopted and named "The Temporary Working Guide to our Service Structure." Sensing the need for considerable change, and tired of changing things each year, the conference participants instructed the WSC Policy Committee "to rewrite the service structure for approval by the WSC."

1984 World Service Conference

This conference heard a report given by an N.A. Trustee regarding his meeting with the General Service Board of A.A. It was a very enlightening report, acknowledging A.A.'s support of N.A.'s existence. In spite of some initial anxiety, it was received very well by the participants. In between conferences, the WSC Policy Committee found itself mired in controversy. Elements of the committee met several times during the year, but were unable to move ahead with their work. In January, the committee met and tentatively adopted a report. The Policy Committee's report contained several new ideas, including criteria for the formation of new regions. However, in their April meeting shortly before the conference, they reversed their decision and recommended that the WSC select a committee to continue the monumental task of rewriting the service structure. The Select Committee was created as the result, and the Policy Committee report was turned over for further work. The Select Committee was purposely designed to be different than an ad hoc committee. Its membership was to be appointed by the WSC chairperson, and it consisted of eight members that first year. Their first order of business was to look at the A.A. plan and structure. An N.A. service charter was developed and A.A.'s Twelve Concepts were discussed during the first meeting. The committee decided to set these things aside and move on, because they felt the fellowship would never buy such a proposal. So the committee proceeded to change a little here and a little there in the present service manual, and tackle some difficult issues along the way. It then produced its first draft, a work in progress, in May 1985. This first draft, however, was missing three important chapters: the N.A.

member and service (Chapter 1), a chapter on group conscience and the trusted servant (Chapter 3), and the chapter on regions (Chapter 5).

1985 AND 1986 WORLD SERVICE CONFERENCE

For these next two years, the committee stood at a virtual standstill. The three missing chapters were going to be the most difficult to complete, especially Chapters Three and Five. There were only small batches of input on the published draft received from the fellowship, making it difficult to determine how the fellowship actually felt. The committee's initial work opened to mixed reviews, and everyone was poised in wait for the missing chapters.

New members were appointed, including the chairperson of the WSC Policy Committee, to create a bridge of understanding between the work of the two committees. Many other service issues and problems (service centers, resigning trusted servants, new regional development, and international growth) came to the surface during this time, and as they did, more effort was spent in resolving them than was given to working on the *Guide*. Changes were occurring within the structure so rapidly, we became unsure of how to deal with them effectively.

The committee reports to the conference were short and abrupt, and responses to questions were likewise, creating an adversarial relationship with many of the WSC participants. The committee knew the work had to get done, it had no sure-fire solutions to our problems, and it was concerned that the WSC was close to dissolving the committee.

1986 AND 1987 WORLD SERVICE CONFERENCE

The 1986 committee report to the WSC was very brief and the committee basically started from scratch after this conference.

Beginning in late 1986, the committee worked hard to complete Chapters One, Three, and Five. The committee held an open forum for input at the WSC workshop in Minneapolis, and went to work in September. Sensing that the fellowship was growing impatient with the project, a revised version was produced, including the three missing chapters, and distributed at WSC 1987.

The revised draft contained some new and important concepts that had not been presented before. Chapter Three, "Group Conscience and the Trusted Servant," was the committee's attempt to help resolve an age-old problem in N.A services: establishing the appropriate relationship between the servant and the served. Chapter Five on regional committees recommended that RSCs operate without standing committees, and included a process for the re-formation of regions and the introduction for new regions at the WSC.

The committee published an international configuration in September, 1987. A motion to set a deadline for the work to be completed July 1, 1988, was adopted.

Looking again at the revised *Guide*, Chapter Three especially, the committee began to sense that something vital was missing. The assignment for rewriting Chapter Three began with discussing the development of a set of principles for service, and some fundamental questions that had never been resolved. Discussions progressed where the committee began to look more closely and compare A.A.'s structure with our own experience. While examining A.A.'s Twelve Concepts of Service, the committee began to recognize some important and relevant principles, which were related to our Traditions. Some of these principles, the committee thought, could be used to help N.A. function effectively as a whole. N.A.'s Traditions were the cornerstone of the discussions, and required committee members to look hard at some of the more basic issues challenging our service structure: ultimate and delegated authority and responsibility, the relationship of

the service structure to the groups, N.A. membership, the relationship of trusted servants to group conscience, leadership, money, service centers, special workers, etc.

In March of 1988 the committee published a fairly hard-hitting description of what was disturbing about the current system of decision making. We had been making some hard decisions about ourselves without the benefit of discussing the underlying principles of the matters. The report cited two examples (WSC participation, and a motion describing the relationship of the fellowship to the WSO) from the 1988 *Conference Agenda Report* to support this position. The report again mentioned (as previous reports had) the use of a set of principles for our services, and the committee's desire to move ahead with the development of those principles.

1988 World Service Conference

WSC 1988 brought a sense of renewed vigor to the members of the committee. In the report to the conference, the committee illuminated its discussions of the past year, especially about the development of a set of principles for our services. The report brought forth numerous examples where the traditions were not sufficiently geared to guide us through some of the more complex issues of our growing worldwide service structure. The committee presented a number of questions in its report, some with conclusions, and others that needed some discussion by the conference.

Several motions were adopted by this conference, and a proposal was made that principles for our services be studied by the BOT. Other motions adopted by the conference included postponing the deadline established the previous year ("That the Select Committee be released from the previously adopted (WSC '87) work schedule, requiring a revised draft by July 1, 1988, and be instructed to issue a draft by July 1, 1989."), and changing the name of the committee to the Ad Hoc Committee on N.A. Service. A motion to elect committee members by the fellowship on the floor of the WSC was defeated by voice vote.

During the year, the committee continued to discuss its work conceptually, and made some rather direct decisions at its December meeting regarding a new structure and concepts for service. It was at this point that the committee began to put its discussions in writing. The writing task was assigned to the project coordinator, who utilized other resources within the office to compose the text. The first project was to complete the draft known as "The Twelve Principles for N.A. Service." A staff team was composed, consisting of a primary writer, an editor, and three additional staff members, who would present their work to the full committee in March.

The staff team approach has not been without its problems. It is basically a new method and presented the committee with a few difficulties. While drafting each chapter, details were sometimes left unresolved or unaddressed by the committee discussions. Staff accordingly would fill in those details with recommendations, which often resulted in an adversarial relationship--staff vs. committee. Since this is not an acceptable position to be in, the committee has had to make adjustments in understanding the responsibilities of each.

The committee reviewed the staff draft recommendations, and then modified the drafts according to the decisions of the full committee. The draft was published as a report and distributed to all WSC participants three weeks prior to the WSC 1989. The draft was distributed for discussion purposes only. Meanwhile, work continued on the other sections of the *Guide*, including chapters on the group, area, and region. A general plan for the international development of N.A. services was part of the report prepared for the conference.

When the committee gave its report at the conference, it was followed by a lengthy "committee of the whole" session. The participants asked many questions, shared their concerns with the material, and even gave the committee some encouragement to continue on their path.

What preceded the committee's delivery of its report was a very different story, however. The day before the WSC opened, the committee was suddenly anxious about the material and how it would be received. There was also the question of who would give the report and how the presenter would be received by the participants. All of this gave the committee a case of the 11th hour jitters, and no wonder, with the controversial impact of the proposals they were presenting.

The open forum on Monday painted a different picture, as the WSC discussed problems of remaining in the same configuration and trying to serve the international fellowship. It was a very frank and honest discussion about our inability to meet the challenge of a worldwide movement. Instead of the hostile reception the committee anticipated, the WSC actually seemed open and ready to discuss alternatives.

Several motions were put forward at this conference to put the published principles of service into some type of formal approval process. The committee argued hard against it. The committee members felt strongly that we needed time to discuss the principles and the other chapters in the *Guide to Service*, and proposed a motion calling for fellowship-wide discussion of the material when it was published. Only after we had discussed the material openly, and without a rush to approve it, should we then consider proposing a formal process for approval. The WSC adopted such a plan, and the committee went on to finish its work, with the understanding that a good deal of time would be spent at WSC 1990 discussing their final report and proposals.

It wasn't too long before the Committee realized that its deadline was not realistic. They also wanted a wider review of the material they were developing. At the May JAC meeting, the committee members requested that a meeting be held involving the entire world service community, to review the drafts of the *Guide* and the Twelve Principles. The committee felt that this type of review could substantially benefit the project and give the fellowship a better product. The JAC agreed that it was necessary to have only one WSC workshop during the year, and after further consultation with the BOT and the WSO BOD, plans were made to hold an expanded ad hoc committee meeting in July, in Albuquerque, New Mexico. A delay of the *Guide's* publication date was announced by the WSC Chairperson in his conference summary report.

The Albuquerque meeting was not publicized, but no one was kept from attending. Several members of the local fellowship in New Mexico attended and listened intently to the discussions. This meeting was significant for two reasons. First, the committee believes that the input improved the initial drafts of the work. Second, it was the first time that all members of the world service community were gathered together as equal participants in a review discussion. The ad hoc committee took suggestions made by all those present, revised their drafts accordingly, and continued work on the chapters relating to national and international services.

Today, the committee is looking into a different timetable, which includes the scheduling of a second meeting of the world services group, when to publish the *Guide*, involving the participants at WSC 1990 in a frank discussion of the issues, and what recommendations, suggestions, or other matters should appear in the *Conference Agenda Report*

EXACT WORDING OF MOTIONS

1982

1. "All items contained on pages 1-15 of the proposed service manual (green), be adopted and delete the words 'sub-committee' as it refers to WSO and all references to the World Service Conference as World Service Committee." Motion carried.
2. "Table further consideration of input on change of policy until 1983 WSC, and to instruct the Administrative Committee to make an investigation of A.A. service structure and report to the 1983 WSC as to how the beneficial aspects of operation and structure of A.A. service manual might be adopted by N.A. . . . .' Motion carried.
3. Amendment to 1982 motion #2: "To table further consideration of the proposed revision to the service manual until the 1983 WSC; to refer the material to the Policy Committee for further study." Amendment carried.

1983

4. "The report of the Vice Chairperson, George H., concerning the compilation of the N.A. service manual be accepted." Motion carried, as amended below.
5. Amendment: "To amend that it be titled "A Temporary Guide to Our Service Structure." Amendment carried.
6. "We direct the WSC Policy Sub-Committee to rewrite the service structure for approval at the WSC." Motion carried.

1984

From report to conference of WSC Policy Committee:

"Policy Committee on 4/23/84, by a vote of 14 yes, 7 no, voted to defer to committee the Policy Committee report as submitted by the 1983/84 Policy Committee, and to pass the work on to a committee selected by the 1984 WSC."

7. "To form a 'Select Committee' to review the entire WSC Policy Report and for their input drawing from those members who are most experienced in service at all levels." Motion carried.
8. "That the 'Select Committee' have the proposed work completed and distributed to the fellowship no later than November 1, 1984." Motion carried.

1985

No motions. Work in progress distributed to conference participants.

1986

No motions. Brief report at conference.

1987

New draft of *Guide* passed out at conference.

9. "At the WSC quarterly in July, 1987, an open forum meeting will be held by the Select Committee to answer questions, receive input on the draft, and to otherwise have a general evaluation of the work. The Select Committee will receive additional written input from the fellowship until December 1, 1987. The committee will meet to consider input and to propose any further changes to the draft that are warranted from the input. This completed work will be sent out to the fellowship in approval form by July 1, 1988 for consideration at WSC 89." Carried by unanimous vote.

1988

10. Richard S. (RSR, Greater New York) requested "That the BOTs reconsider the AIDS article and also the principles of service within the upcoming year and that this matter be reflected in the minutes." Chuck L. (WSC Vice Chairperson) requested the consent of the conference. Passed by majority voice vote. This came up during the BOT report.
11. "That the Select Committee be released from the previously adopted (WSC '87) work schedule, requiring a revised draft by July 1, 1988, and be instructed to issue a draft by July 1, 1989." Motion carried.
12. "To change the name of the Select Committee to the Ad Hoc Committee on N.A. Service." Motion carried.

1989

13. "That the Ad Hoc Committee on N.A. Service be directed to: (1) have a review and input period on the proposed 12 Principles of Service until October 1, 1989. (2) Have an approval version of the 12 Principles of Service in the *Conference Agenda Report* for conference action in April, 1990." Motion carried by voice vote. **Motion reconsidered the next day, along with a substitute motion (#3), and both motions were tabled indefinitely.**
14. "That the date for publication and distribution of the Guide to Service be extended from July 1, 1989, to September 1, 1989. During the two-month extension, the Guide to Service draft be sent to the Board of Trustees on or before July 1, 1989. The Board of Trustees will review the draft and return it with comments on the Ad Hoc Committee on N.A. Service on or before August 1, 1989." **MOTION FAILED**
15. Substitute for #1 above: "That the Ad Hoc Committee on N.A. Service be directed to have an approval version/report of the Twelve Principles of Service for conference action at WSC 1990; which allows the 1990 conference the option of referring them back to committee, adopting them, or any action of its choice." **MOTION TABLED INDEFINITELY**