

# Resolution Group Update

August 14, 1995

## Background

NA has experienced explosive growth in the last twelve years since the first publishing of our Basic Text. We have evolved from a struggling fellowship with scattered groups in the United States to a worldwide fellowship in numerous languages and cultures. This growth has been difficult to deal with and has illuminated many problems with the way we do business at the world level of service. Clearly, structures and processes that were inadequate for a small U.S. fellowship become major stumbling blocks when trying to deal with the complexities of geographic size, language, and cultural differences which we now face.

In light of all the problems that continued to surface within our current structure, the WSC decided to take an inventory of NA world services to determine our strengths and weaknesses. The hope was that we would find better ways to fulfill our primary purpose. Surveys and inventory forms were distributed throughout the service structure. Every world service board and committee did a self-assessment. A committee called the Composite Group was formed and consultant services were used to analyze all the inventory materials. They presented their reports at WSC'95 and the conference discussed and prioritized the issues. A committee called the Resolution Group (that's us) was elected to consider and recommend solutions (resolutions) to the problems. The entire process will take several years to accomplish. Our task is simply to begin the job. The members of the Resolution Group are Jeff Baker, Jeff Spencer, Danette Banyai, Ron Hofius, Bob Ferri and Walter Johnson. An RSR Review panel was formed at the same time to give us feedback on our communication and general direction. Also available as a resource is a pool of NA members chosen by the conference.

## Our Original Task and Our Goals

The problems identified in the inventory were prioritized by the conference in the following order:

1. Lack of vision for WSO, WCC, and WSC
2. Lack of a strategic plan
3. Right-sizing of committees and boards
4. Integration of management techniques to world services
5. Bringing the message of hope to the suffering addict more effectively.

The Resolution Process Plan adopted by the conference gave us the task of considering and recommending solutions for these priority problems. We are expected to complete our work by October, 1995 and make a presentation at the World Services Meeting, November 10-12 in Manhattan Beach, CA. These problems are inter-related and don't lend themselves to easy solutions. We could go off in any number of directions and spend much more time than we have been given on any one of them. Rather than just go off and try to do that, we realized on our first conference call, and affirmed clearly in our first meeting, that we would have to carefully limit the scope of our work to something we could realistically hope to accomplish. We developed four goals which we believe, if accomplished, would make a significant contribution toward developing and implementing specific solutions to these problems.

These goals are:

1. To write a vision statement for NA world services.
2. To write a mission statement for the World Service Conference.
3. To create proposals for structural change of NA world services.
4. To create proposals for future work.

We have had three meetings so far. Reports on each meeting are mailed to all conference participants. If you would like copies and haven't yet seen any, contact your RSR, RSR-A, or the WSO who will mail

you a copy on request. Throughout the project we have worked with NA members from around the globe to give us a worldwide perspective and to provide input into what the future of NA world services should look like. It is very clear to us, and we hope it is to everyone else, that we can only make the smallest beginning toward the real solutions to these problems in the time provided. There is no quick fix here, no "magic bullet" that we are going to produce and bring forth easy solutions that everyone can agree to. If a loving God is going to produce the changes needed, all of us will have to allow that by approaching this work with open minds and hearts. We all need to stand ready to work toward our common welfare with all we've got in the years to come. We are really coming from the heart and trying to arrive at some useful proposals that we hope will steer this effort in the right direction, but we urge everyone in world services, the members of boards and committees, RSRs, and staff members to be ready to take full responsibility for actually making the changes that are to come.

### **Vision and Mission Work**

Our second meeting was devoted to brainstorming about vision and mission statements with additional members invited to this meeting. Each had a unique perspective historically, culturally, and philosophically. Their input was much needed and appreciated. We ended with a draft which has received continued work since that time. We've made a lot of progress on the statements so far and the report from our third meeting contains our latest draft of the vision and mission statements. The work is often difficult, as we struggle through each line, trying to incorporate a sense of joy and fulfillment about experiencing the WSC and being involved in NA world services. The content of the drafts hold true for us; however, we want something to capture a sense of inspiration. We have been cautioned about translation issues and the fact that something that is inspiring in English may not be so in other languages. The biggest help we can be to translations is to keep our sentences short, which seems to be close to impossible for many of us.

### **Structure Work**

Our third meeting began with each invited member to this meeting giving a presentation about their personal views on what a revised world service structure would look like. The amount of time and effort that they had obviously put into this task was almost overwhelming. We are truly appreciative of their efforts. It is interesting to note many basic similarities in all of the presentations, although unique perspectives were definitely discovered. Following are some of the things we agreed on:

- The WSC needs to focus on the "big picture."
- NA world services needs to focus on world issues.
- Increased & simplified communication is a must.
- The structure needs clear lines of accountability.
- The Twelve Concepts are one basis for resolution.
- Groups have final authority.
- More effective delegation is necessary.
- Better direct support of local services is necessary.
- Some degree of autonomy is desirable for national services.
- Some type of geographic division is desirable/necessary.

### **Next Step**

Our next meetings are scheduled for the weekends of August 26 and September 29. As always, please write us in care of the WSO to give us your input. If you support our direction, we'd like to hear it. If you have a conflicting viewpoint, we want that too. We can't do this alone.

The Resolution Group will present the finalized resolutions in the *Conference Agenda Report* no later than 1 January 1996 for a five-month approval period. This will provide the fellowship with the formal opportunity to consider all of the options proposed by the Resolution Group, prior to WSC'96.

Your prayers and your partnership in this effort are badly needed and much appreciated.