

NAWS' Strategic Planning

As you may know, over the past five years, NAWS has begun to concentrate on long- and short-term planning. After many years of little or no real overall planning, by necessity, the World Service Board of Trustees instituted the Fellowship Development Plan (FDP) in 1997. Built into this plan was the WSO Business Plan created by the WSO Board of Directors in 1996. The FDP goals covered a range of areas, including fellowship development planning, building necessary tools to encourage fellowship growth, planning for new recovery literature, communicating with the fellowship, and developing strategies for our public relations efforts. When the World Board was created in 1998, we inherited the FDP, within which were incorporated outstanding issues and projects from previous world service entities. We have used this plan as the foundation for our work and our goals and have made progress in some areas, but we still have much, much more to do.

During this past conference cycle, we worked with a consultant to help develop a "Strategic Framework." This framework represents the beginnings of an overall strategic plan that should guide NAWS' activities and projects, moving us closer to accomplishing the ideals of the World Services Vision Statement. We feel comfortable that we are on the right track since we have captured all of the goals of the FDP but gone much further. We know that some of you must be thinking—oh my, not another plan?! But our hope is that this framework is the groundwork for a strategic plan that we will develop in concert with one another—and that we can learn from our past efforts to create a plan that marries our day-to-day work and projects with our shared vision. We look forward to discussing the framework at the conference and hearing what you all think about the goals and priorities it outlines.

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.



NA World Services Conference Report

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The World Board

It is with a great deal of excitement that we look forward to this World Service Conference (WSC). Our first two-year cycle is nearly complete! It has been two years since we have met as a conference, and much has happened—within the fellowship as well as within NA World Services. Since April 2000, we have met many of you at the World Services Meeting, perhaps your Zonal Forum meetings, or at a Worldwide Workshop, but in truth, none of those events can compare to a WSC. It is indeed “the one point in our structure where the voice of NA as a whole is brought to view and expressed on issues and concerns affecting our worldwide fellowship.”¹

Within this *Conference Report*, we will report on the work done for both projects and routine services. (As we have stated previously, routine services take up approximately 94% of the world services budget.) Equally important, however, is the direction where we are heading, the discussions we will need to have, and the decisions we will need to make together, in partnership. For nowhere else than at the conference, as we deliberate together those issues that affect the fellowship as a whole, is our partnership and unity more important. Regardless of where our home groups are located, regardless of the culture of our local NA communities, at the conference,

we join together in the spirit of the First Tradition.

This year's conference promises to be a very different event from previous meetings. We strongly believe that, in order to move towards a truly discussion-based conference, a conference dealing with issues pertaining to our diverse worldwide fellowship, we needed to make some significant changes to the meeting itself. Some of these changes are outlined in these pages, and some you will notice as the conference begins. As has been our custom, we will lay out the conference week in this report, day by day, highlighting specific activities, sessions, and necessary deadlines. This conference, like those in the past, will look back over the previous cycle, but perhaps more importantly, it will also look forward, not only to the next cycle, but beyond.

Over the years, many participants have envisioned the conference as a meeting where we not only discuss the current state of the fellowship but also plan for the future, try to come at least a few steps closer to realizing the NAWS Vision Statement. After all, one of the key shortcomings identified within the inventory was the lack of effective planning within world services. We intend to rectify this shortcoming but can only do it in partnership with you, in unity.

¹ Page 8, *Temporary Working Guide to our World Service Structure (TWGWSS)*

strategic board, and the Strategic Framework itself, will make it easier for us to prioritize our work, better use the resources we have, plan for contingencies, and ultimately, serve the needs of the fellowship of Narcotics Anonymous.

Speaking of Resources - Staff

In March of 2000, we began publishing our search for qualified personnel in the *Conference Report*. We are happy to announce that most positions are now filled. We still want to encourage interested members to submit their resumes for future consideration because we know that our needs may change at any time and we'd like to have a pool of qualified applicants to draw from.

The current number of staff in Chatsworth is forty-four. Below is the roster of all employees added since the 2000 conference:

Carrie Brockstein – Team Assistant,
Fellowship Services
Karen Chrapek – Project Coordinator
Shane Colter – Team Assistant,
Fellowship Services
Tony Greco – Administrative Assistant,
Events
Wendy Kemptner – Information Systems
Assistant
Keri Kirkpatrick – Information Systems
Assistant
Travis Koplow – Project Coordinator
Johnny Lamprea – Administrative
Assistant
Stephan Lantos – Project Coordinator
Simon Lev – Team Assistant,
Translations
Mindy McVey – Team Assistant,
Fellowship Services
Elaine Revard – Receptionist

After the conference, we will be adding one additional employee: Steve Rusch as a Project Coordinator.

We believe that today's WSO staff has the skills and experience to bring NA World Services to the highest level of service. This level of expertise is needed to meet our objective of becoming a consistent, stable resource to a growing worldwide fellowship in an ever changing world.

Access to the NAWS Database

By the time the gavel comes down opening the 26th World Service Conference on 28 April 2002, areas and regions in Narcotics Anonymous will be able to register groups, update meeting information, and update trusted servant information online at www.na.org. We know that you will join us in congratulating Lori Dunnell and her information systems team at the WSO for completing an incredibly complicated project which seemed, at times, frankly overwhelming.

For those of us who are not overly familiar with binary logic, motherboards, and the latest info in the *PC Times* and who have no experience in writing code, this might not seem like a big deal. Folks, this accomplishment is a big deal. As we have reported, we have struggled for two years to get this thing to work with our very specific requirements. It has been an expensive and sometimes anxiety-ridden process.

We operate and maintain a complex, multi-functional database that does far more than just keep track of meetings. If we only asked our database to be a meetings database, it would be relatively simple. This is not the case. Some of the kinds of information our database tracks are:

- Subscriptions
- Donations
- Service structure and its related parts
- Mailings
- Special projects
- Convention information

The Strategic Framework is organized in key areas: communication, recovery literature, leadership and management, resources, and fellowship support. In fact, many of the projects worked on since 1998 and recommended for adoption at this next conference reflect some of the goals outlined in the Strategic Framework. Examples include the Communications Task Force work and the resulting Communication Standards project, the needs-assessment component of the Basic Text Evaluation project, the Public Relations Roundtables proposed for this next cycle, the ongoing work on service material development, and the Worldwide Workshops.

When completed, the Strategic Plan will include standards for prioritization, implementation, follow-up, and evaluation of NAWS' work and goals. Of course, the primary goal of all of our efforts is, as always, carrying the message to the still suffering addict, directly or indirectly.

One of the most important aims of the framework is to help the board shift from an administrative to a strategic board. Most of us have long known that the majority of actual work done on projects needs to occur outside of the board itself, by committees, workgroups, and staff, with the board providing direction and oversight. Such has not necessarily been the case during the past four years, however, and we need to change. Our mission as a board is the continuation and growth of Narcotics Anonymous, and for us to be true to that mission, we need to learn how to step back and not get so involved in the details. With your help, we will make this transition.

At the conference, we will share with you the training we have had and some of the plans we are working on as a result. Together we are all responsible for setting our direction for the future. Just as the board is working to become more strategic—to think in terms of broad vision and future goals—we can all work together at this conference to think about what we

would like a strategic plan to really look like. What kind of plan can we develop that will help us see both the forest and the trees—that will move us, one fellowship, into the future to realize our vision?

Implementing our Committee System

Certainly one of the major tasks for this past conference cycle has been implementing the committee system. Prior to the 2000 WSC, the only committee of the board was the Executive Committee. We have consistently reported the challenges and successes of implementing the system as outlined in our External Guidelines. As of this report, all of our committees are functional, but we are still learning how best to use the system.

One of the major differences between our committee system and what existed previously is that there are no "committee projects." With the board bearing final responsibility for all projects, some aspects may be delegated to a committee or workgroup for planning or implementation, but everything comes back to the full board for review and approval. This allows us to sidestep some of the old struggles about available resources and how they should be allocated.

As has always been the case, there is more work to do than resources to accomplish it. We have talked about resource crunches time and again, but in the end, the best way we can minimize these difficulties is through effective planning, including prioritization. As we have stated previously, one of our challenges continues to be how to find the balance between being proactive and being reactive. The needs of a growing fellowship as diverse as ours will always be greater than NAWS' ability to fully meet those needs. In the past, we spent much of our time responding to emergencies and did not take the time to plan—not only for the present but also for the foreseeable future. The training we are receiving to become a

barriers so that we can develop a clearly stated and understood foundation for our public relations plan. We need to remember that there is an increasing demand for our services—from the home group welcoming folks in treatment to requests from some of the highest levels of government throughout the world. We want to engage our members in similar discussions—at the Worldwide Workshops, local events, and at the World Service Conference as well. This will help us to formulate a public relations strategic plan. The plan must incorporate fellowship input, ideas, training, and education. We will be looking at this in the upcoming months.

Future Opportunities

There is still much work to be done in our PR efforts. We would like to raise awareness of NA outside the fellowship to make us more widely known as a viable program of recovery from drug addiction. Our level of respect in the professional community also needs to be bolstered.

We plan to attend and to present in up to five sessions at the World Forum on Drug Addiction in Montreal 22-24 September 2002 and to continue our attendance at the International Council on Alcoholism and Addiction conference. These types of events help us to raise awareness internationally.

Pursuing multimedia coverage, within the guidelines of our traditions, and continuing to develop relationships with other organizations will provide additional opportunities to educate society about Narcotics Anonymous. In our ongoing public relations strategies, efforts such as these will assist us in becoming recognized as a legitimate recovery resource to organizations that can reach great numbers of still suffering addicts on our behalf.

Drug Courts and Narcotics Anonymous

Drug courts represent a relatively new kind of court system, building on the

drug diversion programs already in place that court-order addicts to NA meetings. Many national and US state governments view this model as highly successful, and as a result, these specialized courts have grown rapidly in numbers. Over the past few years, NA has seen an increase in newcomers coming to NA meetings, primarily in the US but also in other countries, because of referrals from the drug court movement. Also fueling this growth in new members is the increased awareness and acceptance of Narcotics Anonymous as a preferred program of recovery for drug addicts, both among professionals and the general public.

Because of the importance of the drug court movement, we want to continue to build our relationship with these drug court professionals. This past December, we met with representatives of the National Drug Court Institute (NDCI), the Director of the Department of Justice's Drug Court Policy Office (DCPO), the PI Coordinator from AA's GSO, and the current Cooperation with Professionals Coordinator (CPC). Later in the meeting, we were joined by the Executive Director and CEO for the National Association of Drug Court Professionals (NADCP).

Both NA and AA submitted items of concern and interest, and we were all very excited at the opportunity to talk together about some of the challenges our membership is confronted with in our efforts to carry the NA message to the still suffering addict. We discussed some current and future challenges that Narcotics Anonymous as well as Alcoholics Anonymous face, such as the confusion of members who are asked to sign court papers, the court's general lack of understanding of our organizations, and court personnel attending closed NA and AA meetings. We also talked about some of the issues surrounding cooperation and affiliation regarding the drug court system and the need for us in NA to educate our membership on this topic. These sessions involved a spirited exchange of ideas between all of the participants, and we left

- Convention registrations
- Conference registrations

In addition to all of the functions our database must accommodate, some of the challenges that we had to address in order to be successful in this project were:

- ❖ A group may have one or many meetings. These meetings may take place in one or more locations. The database must make this intelligible.
- ❖ Groups from different areas may hold meetings at the same location.
- ❖ Some groups choose not to participate in the area service committee where they are geographically located, and this is their prerogative.
- ❖ Some areas choose to have all of their groups' mail come to the ASC address, and some do not.
- ❖ Some regions want all subcommittee mail to come to their regional service office, and some do not.
- ❖ Some areas do not differentiate between a meeting and a group.

Our new database has been up and running internally for over a year now and is working great for our office staff. The next step in the process is to allow regions and areas access to the system. Our primary goal this year was to get the website to a place where we could accommodate direct regional and area input.

By now, delegates and regional, area, and group contacts should have received a notification letter detailing the most current information in our system regarding your region, area, or group. This mailing shows you what information we currently have and gives you a variety of methods to update these data. As the mailing explains, each area or region can now assign a trusted servant to update their information in our database directly via the web. Once we receive the name of this trusted servant (web contact), that person will receive our new website instruction

manual. We look forward to jointly accomplishing a worldwide update of information, so that addicts everywhere can obtain accurate meeting data.

This year also marked the first time we were able to provide electronic registrations for the world convention and other events. This process is working extremely well. We know that we have only begun to tap the potential of Internet technology to make access to NAWS easier for our members worldwide. We will have computers with access to the database available for your review at the conference.

Public Relations

Over the past two years, the board has had lengthy discussions about public relations in general, the nature of public relations within Narcotics Anonymous, our current public relations statement, past trustee efforts as regards public relations, local PI needs, and attendance at national and international events. We all agree that PR is critically important to foster improved relations with the professional fields at all levels. This includes local PI community information events; H&I presentations to jails, prisons, and hospitals; home group relations with their meeting facility; all the way to international events.

We have used the small group format to talk about our internal NA language, the language of professionals, and the principles contained in the Twelve Traditions that complement and guide our efforts in the public relations realm. Sometimes what we think are differences of opinion are really just differences of terminology and definition. We often have the same understandings about certain principles but state them in ways that sound very different from one another. In our interactions with the professional world and the public in general, our NA language can actually hamper our efforts.

With that in mind, we believe it is critical that, as an organization, we resolve these misconceptions and other linguistic

capital from either of these branch offices. We have revenue-generating accounts established in both countries, and so we are allowing the capital to accrue in both places. We have already made a major adjustment on our books to account for currency fluctuations and will continue to monitor this situation.

Also, pertaining to this topic, and in conjunction with the report you received in the recent *NAWS News*, we have revisited our legal positions in both host countries of our branch offices. As of this writing, we are up to date on this process in Belgium and we have begun adjusting to current regulations in Canada. The accounting firm we contract with in Canada will continue under our retention to insure that we remain current on any changes in Canadian business regulations in the future.

Another milestone we have achieved in this cycle is that the client-server software package that directly connects to our database in California has been installed so that our Brussels office can work in real-time on the World Service Office server. This does not include database access but is confined to accounting software. The same is true for our Canadian Office.

Production

A wealth of new material has been produced since the last WSC in April 2000. In alphabetical order by language, it reads like our fellowship, diverse and international.

Brazilian Twelve Concepts poster

Brazilian/Portuguese Bronze Medallions – 1 through 20 years and 18 months

Castilian IP #15; IP #25; *In Times of Illness*; *Twelve Concepts for NA Service*; *It Works: How and Why* in softcover; TWGWSS; Audio: *It Works: How and Why* and *Basic Text* (by WSC 2002)

English new recording of Audio *Basic Text*, *Basic Text Plus*, IP Tape Four, and IP Tape Five; 18-month and multiple-year chips

Farsi IP #1; IP #19

Finnish IP #10; *Working Step Four in Narcotics Anonymous*

French *The NA Step Working Guides* (by WSC 2002); *Basic Text* (the previous version did not contain personal stories)

Greek IP #1; keytags – welcome through multiple years

Hebrew *The Group Booklet*; Group reading cards

Hindi keytags – welcome through multiple years

Netherlands IP #9; IP #12; IP #24

Norwegian IP #14; *Basic Text*; Group reading cards

Russian *Basic Text*; keytags – welcome through multiple years

Swedish *It Works: How and Why*, *The NA Step Working Guides*; *White Booklet*

Literature on the Web

As we previously reported, we are experimenting with posting the fellowships recovery literature online for the first time. We selected items that we believe speak to those seeking help as well as professionals who visit our site. You can find online versions of IP #1 - *Who, What, How, and Why*, IP #22 - *Welcome to Narcotics Anonymous*, IP #16 - *For The Newcomer*, IP #7 - *Am I An Addict?*, IP #17 - *For Those In Treatment*, and NA -- *A Resource In Your Community* posted on our website at www.na.org/ips. If you need assistance linking your area or region's website to these items, please contact webmaster@na.org.

Translations Evaluation Group (TEG)

This workgroup was set up in December 2000. The composition is currently one World Board member, two members from the World Pool – Ralph K, from Germany and Dora D from Brazil, and the WSO Translations Coordinator.

The first evaluation done by the TEG was of the glossary and IP #1 in Danish.

feeling like we had accomplished a great deal towards improving communication and cooperation amongst all of the participants.

Of particular interest was the fact that drug court professionals must attend three to six open twelve step fellowship meetings as a part of their training to familiarize themselves with community support and to help determine the "right" fellowship for their clients. It was evident that these court professional representatives respected both the NA and AA fellowships. They were clear in acknowledging that the use of both fellowships is a mainstay in the support and fulfillment of their mission as organizations. We are looking forward to future interactions with these organizations.

Lone Star News

In Jacksonville, Texas, 20-21 April 2002, an historical event will take place. For the first time, inmates will attend a regional meeting as RCMs. Two inmates out of different facilities will attend, under guard, the Lone Star Regional Service Committee meeting representing a number of institutional NA groups within their parts of the state.

NAWS staff member Freddie Aquino will be attending the RSC. Freddie was involved with both the former WSC Ad Hoc Committee on Isolated Groups/Meetings and the WSC H&I Committee. These committees initiated discussions to first identify that these groups (referred to in many quarters as "renegade" groups with no H&I or any sort of outside fellowship involvement) were, indeed, NA groups/meetings. The committees talked a lot about how to get these groups involved in the service structure and how NA on the outside could assist them. This is exciting for us all.

Announcement of New Bulletin of Attendance Cards

The board approved the first in an anticipated series of bulletins intended to offer service committees, groups, and members a broad perspective on some of the difficult issues confronting Narcotics Anonymous. The topic of this first paper is Attendance Cards, and we plan to make the initial distribution to conference participants at this conference. Many of you helped to create the information in the bulletin through your input at the World Service Meeting. You will recall the series of bulletins issued by the Board of Trustees over a period of 15 years that frequently proved to be a valuable resource to our fellowship.

Literature Distribution, Branch Offices, Accounting

We are pleased to report that WSO Europe in Brussels, Belgium has become virtually cash-independent during this two-year conference cycle. Put simply, this means that the income garnered by our Belgium office has surpassed the day-to-day costs of running the operation. We want to recognize Paul and his part-time staff person Dominique for their hard work and dedication in achieving this WSO Europe first.

As a result of this significant event, our currency accounts in both Belgium and Canada have grown substantially. This requires some explanation. Historically we have transferred funds from our Canadian account to Belgium to compensate for the shortfall in the Belgium income versus expense equation. Now that the Belgium office is virtually cash-independent, both offices' cash reserves have increased substantially.

At the same time, the fact that the dollar has been very strong in recent years and exchange rates have not been favorable has made it unwise to remove

is drastically superior to what we currently have in inventory.

As you know, we put the draft *Group Treasurer's Workbook* in the *CAR*, and the draft *Treasurer's Handbook* in its entirety in the Conference Approval Track package. We have received several suggestions for changes to this material. Some of these suggestions were incorporated into the *Treasurer's Handbook* before it was sent out for conference approval. What changes can and should be made to the material that appeared in the *Conference Agenda Report* is a discussion that will need to occur at the conference.

We also assigned the task of evaluating the *PI Handbook* and *Phoneline Guidelines* to our Public Relations Committee. We initially planned to have a workgroup of NA members with PI and phoneline experience assist us in the evaluation. We even went as far as choosing those members from a list provided to us by the Human Resource Panel. At that point, we became aware of some previous input from former boards that could possibly be of benefit in our evaluation. With that in mind, we delayed implementing the workgroup until we could review this input and provide the yet-to-be-established workgroup with all of the input needed to accomplish the assigned task. It seemed irresponsible to engage this workgroup without providing clear direction and adequate resources. The committee also took this opportunity to actively review our current handbooks, drafts of the revised handbooks, and all relevant input. Based on that review, we are recommending creating a new *PI Handbook* and *Phoneline Guidelines* using the best material from both our current handbooks, the revised drafts, and the input received. We believe that it will be a more efficient use of our resources to engage a workgroup in this process rather than our original plan. Our goal is to provide quality material that will be the most helpful to our PI efforts now and for some time into the future. Our sincerest thanks to those members and PI committees who

have worked diligently to update and revise our existing PI materials. Your work, far from being in vain or being lost, will enable us to produce a current and vibrant work that will better carry the message.

We have included a proposal in the 2002-2004 draft budget for Service Material Development to further these efforts in this next conference cycle.

Standards for World Service Communication with the Fellowship

This project follows up on problems identified by the Communications Task Force (CTF). Their final report was published during the summer of 2000 and is still available to be viewed and/or downloaded from our website at <http://www.na.org/pdf/ctf-report.pdf>. While we have not been able to devote any real time to this work as a project, there has been related activity in this conference cycle. We have used information generated by the CTF project in increasing our efforts to provide information on the web, in developing the 2002 *CAR* in a simpler format and style, in trying to improve the accuracy of our mailing database, in our work on the sponsorship project and the Basic Text Evaluation, and in the development of the Worldwide Workshops.

The next step will be more focused on our written publications, their effectiveness and availability. We have included a proposal in the 2002-2004 draft budget for the Communications Standards Project to further these efforts in this next conference cycle.

Worldwide Workshops – Vancouver, Wellington, Chicago, Sao Paulo

We held the first in our cycle of Worldwide Workshops in Vancouver, Canada, and our "experiment" got off to a rousing start. For more information about this workshop, we refer you to the August 2001 *Conference Report*.

The Wellington, New Zealand Worldwide Workshop was held 1-3

Given the varied language and translation skills in the TEG as well as the fact that the group represents a wide cultural spectrum, the board has since that time decided to involve the TEG with updating the guidelines for the creation of personal stories. The TEG, along with an additional board member who is experienced with translations, is hard at work on this project. The current guidelines for personal stories are several years old and do not work as well as they could for our ever-diverse fellowship. Our goal is to create an improved set of guidelines that are clear, binding, and will set the standard for the personal stories that reflect our basic philosophy and the diverse face of NA.

The TEG has evaluated the Arabic translation of IP #1 which led to some complex and difficult translation and cultural issues. These issues are currently being discussed with the LTCs.

The TEG's next tasks will be to review and evaluate the Korean, Lithuanian, and Afrikaans translations.

Financial Update

We are pleased to report that literature sales for this fiscal year, covering 1 July 2001 to 30 March 2002 to date, are approximately 5% above our sales last year. What has been a disturbing occurrence is the current trend of donations. Regional donations are down more than 27% from last year's donation levels, while group and area donations are up. Total donations through 30 March are \$406,401 compared to \$493,191 last year, an overall reduction of 17½%. As we have previously stated, this is unprecedented.

We are well aware that we have not issued a financial report to conference participants in quite some time. Presently, we are waiting for information from our auditors and will provide updated information at the conference.

Update on Projects approved at WSC 2000

Historical Data Collection

As we reported in the August 2001 Conference Report, we have had neither the time nor the resources to devote to this project. We have included a proposal for this project in the 2002-2004 draft budget.

Information Management System

Another project that has received limited attention this past cycle is the project "to initiate a comprehensive information management system for world services." As we have already reported, we hired a consultant to do a preliminary evaluation and recommendation for the maintenance of the fellowship's archives. We have begun to implement some of the ideas we received but have a much larger project in dealing with the influx and maintenance of current information. We have included a proposal in the 2002-2004 draft budget to further this project in this next conference cycle.

Recovery Literature Development – Option Y

We spent a great deal of time and effort on this project during this conference cycle. A report on our activity was included in the *CAR*, and an update is provided later in this report.

Service Material Evaluation and Development

As we stated in the *CAR*, the draft of the *Treasurer's Handbook* is not the new material that we would like to be proposing but simply a heavy copy edit that incorporates the fund flow system approved in 1998 as well as current service terminology. It also adds copies of three existing World Service Bulletins: Direct Contributions, Theft of Funds, and Fundraising. Although this is not what we hope to develop in the future, we believe it

maintain a balance between rotation and continuity in the workgroup's makeup.

Our current seating policy came about in response to needs identified by the inventory process and specifically Resolution A. The conference had been struggling with the seating question for well over a decade. Three of the challenges we sought to address were how to remove the emotionalism that occurs when a new region seeks seating at the conference, how to evaluate the readiness of an NA community to be a conference participant, based on solid principle, and how to slow down the proliferation of US regions as conference participants.

The workgroup struggled in setting up the process to evaluate the seven applicants. In the end, when the information presented by the applicants was examined next to the criteria established in the policy, the workgroup and the board could only recommend one region for seating. It is crucial to remember, however, that our inability to recommend a region is, in no way, a reflection of its validity, only of its readiness to be conference participants—as delineated by the criteria for seating adopted at WSC 2000.

If you would like additional background information before the report is released, the August 2001 *Conference Report* contains detail about all aspects of the process including who applied, by when, what the criteria for seating are, etc.

Transitioning from the old system

When the criteria for seating were adopted for all future conference recognition, a motion to approve delegate funding was offered and adopted. This motion stated that a region had to have attended one of the past three conferences. When this motion was offered, we knew that there were four regions that would be affected by this motion. Only two of these regions still existed and functioned as a region: Alaska and Le Nordet. According to the intent of the policy adopted, these

regions would have had to reapply for seating under the new criteria. This intent, however, was never clearly stated so that someone who did not attend the WSC would have been aware of its impact, nor did we officially notify either of these regions following WSC 2000.

We believe that the right thing to do, for both the conference and these regions, is to allow them to retain their conference seating and to add them to the list of seated (and therefore funded) participants in the future. We believe this is the best solution to allow the conference to move forward and begin to function under the new criteria for seating.

November 2001 and by all accounts was wildly successful. From the opening powhiri (pronounced paw-feh-ree), a Maori welcoming ceremony whose celebration, reverence, and joy is difficult to describe, to the ending circle on Sunday, it was an event that exceeded the expectations of both the travelers and the local fellowship. Members from the local fellowship wrote an article that reports on this event for the April *NA Way*. We thank them for their love and support and encourage you to read this article.

The Worldwide Workshops continue to evolve according to each venue visited. This was apparent when the workshop was held in Chicago in February of 2002. Those who attended the event have generally agreed that, however cold it may have been outside, it was warm inside, the warmth fueled by fellowship and an honest exchange of ideas, experience, strength, and hope.

Our original plans were that we would have completed all of the workshops in the first cycle by now and would have prepared the interim evaluation, but even as this is being written, the Brazil workshop in Sao Paulo has just occurred 22-24 March.

As we had expected, it turned out to be the largest workshop, attended by more than 500 members from some 36 areas. A couple of members even traveled from Peru to experience what a Worldwide Workshop is like. It was our first bilingual experience and was made possible by the efforts of truly great and energetic translators and volunteers. We are still awaiting the translations of the evaluations of the local membership, but if they enjoyed and learned half as much as we did, then it was a truly worthwhile experience.

As much of a success as the workshops have been thus far, we continue to look for ways to improve these fellowship gatherings. We ask participants to evaluate each workshop at its close and use their input to improve both the workshops as a whole and the particular sessions. The

Fellowship Relations Committee met in April, and one of its major tasks was the evaluation of this cycle's workshops and preparation for the five workshops slated to be held in the 2002-2004 conference cycle. The UK workshop, which was cancelled last September, will be rescheduled in this next conference cycle.

WSC Committed Motions

Motion #61: "To include in TWGWSS as WSC policy the WSC Rules of Order. Said proposal to be included in the 2002 *CAR* or presented at WSC 2002."

Motion #19: "To include in *A Guide to Local Services in Narcotics Anonymous* between the General Table of Contents, page iii and the chart 'NA Service Structure,' page iv, the following description of the different units of our service structure in NA." [See p. 38-39 of the 2000 *CAR* for the complete motion.]

All of our work on these committed motions is reflected in the Conference Approval Track material. The conference will decide if our two proposals that address these motions should be adopted.

WSC Seating Workgroup

Our specific recommendations and final report will be delivered separately to conference participants. As of this report, the workgroup has forwarded its recommendations to the board and the board has discussed the various applications and concurred with the recommendations. The next phase of the process calls for the mailing of our recommendations to the respective NA communities/regions, allowing them an opportunity to respond. The report will also be delivered to all conference participants. We plan to engage in a discussion about our seating policy at this WSC when we discuss the new two-year conference cycle. Part of the recommendations from the board regarding the policy and the workgroup is to

Redress Request

We received a request from Mike L, former member of the HRP, for a Tenth Concept redress meeting and a withdrawal of his resignation from the HRP last July. The EC gathered information from all parties involved and presented this information to us at our March meeting. After lengthy discussion, it was our consensus that we found no basis to grant the request to rescind his resignation and did not find that sufficient conditions occurred to warrant redress. The recollections of all parties involved differed uniformly from his account of events. We believe that we gave serious consideration to the accusations made and found no basis for a grievance.

We now consider this particular grievance process to be concluded. However, in the spirit of complete fairness, we offered Mike the ability to request an opportunity to directly address the board and/or the HRP. We have provided him with our decision and have received nothing back, as yet. We will keep you advised of any changes.

WCNA 29

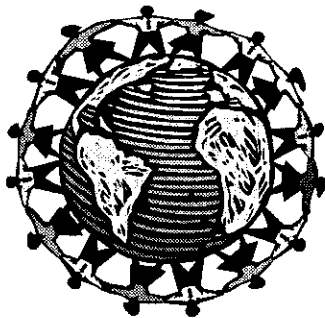
With the convention just three months away, excitement in Atlanta, throughout the Georgia Region, and in the fellowship is gaining momentum. Main speakers have been chosen. We continue working on completing the rest of the program, ordering merchandise, and addressing all of the hundreds of logistical details necessary to ensure a seamless event for the thousands of members expected to converge in Atlanta this Fourth of July weekend.

As of the writing of this report, more than 4,500 people have registered for the convention. Sales for the various convention events have been brisk, all running ahead of budget projections. Just about all of the entertainment has been confirmed, the diversity of which should provide something for everyone. At this time, it appears that the comedy show, concert, and Unity Day Banquet should sell out in advance of the convention if current buying trends continue. So if you are planning to attend any of these events, it is important to register before you arrive at the convention. In addition, all members registered for the convention by 30 May will receive a pre-convention newsletter in the mail that will provide a variety of helpful information about successfully navigating the city of Atlanta and WCNA-29 convention site.

Hotel rooms continue to be available, although all of the original hotels listed in the convention flyer are sold out. The current overflow hotel is the Westin Peachtree, which is located only three blocks from the convention center. For up-to-date information on the availability of rooms at the convention, please check our website or call the WSO. For the first time, bus shuttles between the convention center, event venues, and all WCNA hotels will be available throughout the entire event.

The Support Committee in Georgia continues to work hard recruiting the

WCNA 29 ATLANTA, GEORGIA 4-7 JULY 2002



Submitted Project Ideas

Following are the project ideas we have received since we last reported in August 2001 with our decisions included.

Submitted by	Project Idea	Received	World Board Decision
Maryanne L, RD CT	Suggested ground rules/brainstorming guidelines in color & laminated to be made available to the fellowship encouraging the use of these to increase unity	1 Sept 2001	We have distributed copies of these to conference participants and at workshops. Since these are still being developed, we do not want to pursue as inventory item at this time.
Maryanne L, RD CT	Basic Address Book—similar to the Basic Journal maybe smaller, but not pocketsized, with alpha tabs	1 Sept 2001	We will keep idea for possible specialty items produced around WCNA.
Michael K	Line-numbered step booklet	14 Sept 2001	We agreed not to pursue at this time.
Michael K	Concordant line-numbered step booklets in various combination of different languages	14 Sept 2001	We agreed not to pursue at this time.
Robert W	Workbook on traditions	24 Sept 2001	We will keep this idea on file for possible future literature ideas.
Robert W	Twelve Concepts audiotape	24 Sept 2001	We will keep this idea on file for possible future literature ideas.
Michael K	<i>Just for Today</i> by email each day	13 Oct 2001	We do not recommend pursuing this. We are developing a software program for a similar purpose.
Andrea S	Song: created in adoration for NA	26 Oct 2001	We agreed not to pursue at this time.
Andy K	NA Tradition; a spiritual foundation IP	1 Nov 2001	We will keep this idea on file for possible future literature ideas.
Andy K	The Home Group IP	1 Nov 2001	We will keep this idea on file for possible future literature ideas.
Michael K	Line-numbered Intro Guide		We agreed not to pursue at this time.
Michael K	Smaller version line-numbered text		We agreed not to pursue at this time.
Michael K	Plastic laminated covers		We agreed not to pursue at this time.

WCNA-28 Financial Report

We finally have the final report from WCNA-28 in Cartagena. In spite of having a convention about 50 percent smaller than our original estimates, we actually seem to have lost less money than projected in our original budget. A complete report on this once in a lifetime event was included in our annual report that you received last October.

WCNA-28 Cartagena	ACTUAL	UNIFIED BUDGET	VARIANCE
INCOME			
Registration	41,415	93,380	(51,965)
Special Events	14,250	25,000	(10,750)
Newcomer Donations	2,622	3,000	(378)
Merchandise	38,862	109,000	(70,138)
Tape Sales	4,852	-	4,852
Rebates	17,468	34,800	(17,332)
Total Income:	\$119,468	\$265,180	\$(145,712)
EXPENSES			
Registration	11,906	13,017	(1,111)
SPECIAL EVENTS	19,325	23,000	(3,675)
Program	8,326	24,400	(16,074)
Service Delivery Plan	0	5,000	(5,000)
Host Committee	22,392	19,275	3,117
Travel	43,249	60,000	(16,751)
Insurance	5,833	-	5,833
Facilities	28,156	77,325	(49,169)
Merchandise	15,493	54,000	(38,507)
Convention Information	9,878	20,000	(10,122)
Transportation	2,000	2,000	-
General Shipping	6,973	2,000	4,973
Telephone	9,419	12,000	(2,581)
Total Expense	160,563	\$312,017	\$(151,454)
TOTAL INCOME LESS EXPENSE	\$(41,095)	\$(46,837)	\$5,742

2002 CAR and Conference Approval Track Update

We mailed the English-language version of the CAR to all conference participants on 21 November 2001. According to conference policy, we have to distribute the English version of the CAR 150 days prior to the conference and the translated versions at least 120 days prior. The translated versions of the 2002 CAR, available in Portuguese, Swedish, German, Spanish, and French, were all mailed prior to the deadline. This was the first time we have functioned under this new time frame, and we were pleased that we met or exceeded the deadlines we were given. We were able to translate the entire CAR, including our report regarding literature, and the Issue Discussion papers submitted by various regions. As in the past, we posted all versions of the *Conference Agenda Report* on our website at www.na.org shortly after their individual mailing dates.

As of 4 April 2002, we distributed (mailed for free or sold) over 4288 copies of the English CAR. In 2000, 4345 English versions were distributed in total. Similarly, we reported in the March 2000 *Conference Report* that about 488 people downloaded the CAR in English during the month of February 2000, while during the month of January 2002, 629 individuals downloaded the English version.

The Conference Approval Track material, those items considered to be service material not aimed directly at the NA member or NA group, was mailed by the 90-days-before-the-WSC deadline.

This is the first year we have used the Conference Approval Track for those items that need approval at the conference but that we did not believe would directly affect groups or members. This has freed up the CAR for those matters that do directly affect the groups, and we have received feedback that the new format has helped a great deal. We are planning to discuss with you at the conference how to

hundreds of volunteers needed for a successful convention. Any member wishing to volunteer to work at the convention can sign up by completing a Volunteer Information Sheet by going online to http://www.grscna.com/WCNA_29_Form_Info/volunteer.htm or by calling the WSO.

Once again we will offer areas and regions the opportunity to sell merchandise in our "Alternate Merchandise Store" on Sunday, 7 July. In order to comply with facility regulations, it is imperative that any committee wishing to sell merchandise must follow instructions regarding getting your merchandise into the convention center. These instructions will be provided to you as part of the registration packet. You must register to sell merchandise in the store in advance with the WSO no later than 15 June 2002. Late registrations will not be accepted. Registration forms will be available following the WSC through your regional delegate, by contacting the WSO, or online through our website.

Those unable to attend the world convention who want to be part of the Unity Day celebration can join together via telephone link. Unity Day will begin at approximately 7:30 pm Eastern Daylight Time on 6 July 2002. Please visit our website or contact the WSO and complete the registration form by 1 June. As in the past, we are offering one free telephone link to every region outside the North America.

WCNA-30

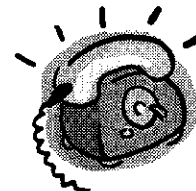
Looking forward to celebrating our 50th anniversary 3-6 July 2003 in San Diego, California, we find ourselves right now virtually planning two conventions at the same time. Convention center and hotel contracts have been negotiated. Logistical planning is underway. We will begin the process of putting together the WCNA-30 Support Committee sometime in August by first holding an informational meeting with the local fellowship, followed by the election of the Support Committee by the San Diego/Imperial Region soon thereafter.

WCNA-32

At our October 2001 meeting, the board chose San Antonio, Texas as the site for WCNA-32, to be held 30 August to 2 September 2007 (over the US Labor Day holiday weekend). This decision was made following an extensive site selection process, which began with 15 cities and was narrowed to five. Full proposals were negotiated with each of those five cities for consideration by the board, after which the board further narrowed the list to New Orleans and San Antonio prior to making its final decision.

World Unity Day Telephone Link

We invite you to join us *live* as Narcotics Anonymous celebrates World Unity Day on Saturday, 6 July 2002, in Atlanta, Georgia USA. The call will *tentatively* begin at 7:30 pm Eastern Daylight Time (11:30 pm Greenwich Mean Time, 4:30 pm Pacific Standard Time) with introductions from around the world. Individual members, NA groups, area and regional functions, and institutions can join the celebration of World Unity Day on a two-hour, "listen only" telephone hookup and hear the Unity Day main speaker. In our ongoing effort to fulfill the NA World Services vision, we are offering one free regional hookup to regions outside the US/Canada so that many addicts around the world, *with the desire*, can join together on this day of unity. Within North America there will be a \$50 hookup fee. More information will be available in the April issue of *The NA Way Magazine* and at www.na.org.



Update on World Service Motions from the 2002 CAR

Group Treasurer's Workbook

As already reported, we received input for this workbook that resulted in changes to the *Treasurers Handbook* that was sent to you in the Conference Approval Track packet. We will be seeking the conference's concurrence to amend the material in the *Group Treasurers Workbook* so that it is consistent with the handbook. We have tried to keep our service material as consistent as possible to avoid confusion. The proposed changes to both the *Treasurer's Handbook* and the *Group Treasurer's Workbook* will leave us with an inconsistency in the fund flow diagram contained in the IP, *Self Support: Principle and Practice*. This inconsistency is the difference of an arrow in the fund flow diagram. We will be asking you what you would like us to do with these types of items: place motions in the CAR or seek your concurrence. We have also received additional input for format and copy edit changes that we do not believe require an amendment or a motion in order to be made.

Issue Discussion Topics—selection and discussion

We placed Motion #2 in CAR 2002 for a variety of reasons that we described in the introduction to the motion: the fellowship didn't seem to be embracing the selection process, there has been minimal participation in the development of issue discussion papers, choices were not interesting to many of our members, and many groups do not want to be asked to make these choices. At the same time that we placed the motion in the CAR, we made a commitment to actively work on ways to further issue-based discussions in the fellowship and make these discussions more effective. In our March meeting, we discussed potential workable approaches for selecting topics, discussing them in the fellowship, and providing feedback to the fellowship.

Initiation and Choosing Topics: It makes sense to us that the WSC meeting is the best place to initiate fellowship discussions. Without the efforts of all conference participants when they leave the conference, the fellowship would not be aware of what these issues are or why they are important. If Motion #2 passes, we see three ways that issue discussion topics could be selected. We believe that any combination of these three possibilities could work, and we propose an experiment for this conference that uses two different selection methods, one issue being generated by the World Board and brought to the conference and one issue being selected by conference participants, using ideas generated during the conference week, as well as the ideas contained in Motion #3 in the 2002 CAR. We would like to leave the selection process open to all of the following ideas to give us the opportunity to see what seems to work best. Limiting ourselves to only one selection process at this point could put us into the same constraints we are currently experiencing. Our proposed selection options are:

1. The World Board can come to WSC with a variety of topics, derived from many sources, for participants to either rank or choose from. The sources for topics would include reports from the Worldwide Workshops, WSO Fellowship Services' correspondence, topics submitted from regions or members, world convention workshops, etc.
2. The World Board can come to WSC with one or two topics already chosen for the next conference cycle. These topics would come from the same sources mentioned above.
3. Conference participants can generate topics throughout the week and choose one or two from a compiled list near the end of the week.

appropriately and effectively use this process in the future. To date, we have sold only 15 copies of the Conference Approval Track material, in contrast with well over 3800 of the CAR.

Whether this indicates that the policy is right on track and only conference participants are truly interested in that material, or that many in the fellowship were not aware that this material was also available for sale, only time and a dialogue will tell us for sure. We believe that conference participants having the proposed budget as well as the project plans at least 90 days prior to the conference is of benefit to all of us.

Conference Approval Packet

We plan to offer three or four motions in new business to cover the proposed GTLS Summary, the *Treasurer's Handbook*, the proposed 2002 *A Guide to World Service in NA*, and if needed, the WSC Rules of Order. We submitted the Rules of Order to you as a separate item and can either present one motion for the entire new *A Guide to World Services in Narcotics Anonymous* or offer it to you in a separate motion. Except for the *Treasurer's Handbook*, we have not received input to amend any of the material in this packet and do not foresee any changes to what is offered.

Creating a budget for a two-year period that does not even begin until more than six months in the future presents many challenges. We expect to supply you with an amended version of the budget at the conference. This revised version will include changes to the budget figures that have resulted from an additional six months of trends and forecasts. The Executive Committee will finalize the draft budget, but we do not foresee any major changes in the material distributed at the conference.

As always, we are submitting more project plans for your approval than we actually believe we will have the resources to address. We need your approval, so that

if the opportunity occurs that would allow us to begin work during the two-year conference cycle, we would not be prohibited from doing so. As always, we will keep you informed of all of our activity.

Regional Reports

If you received this document through the mail, regional reports are attached as an addendum. If you are reading this document on the web, there is no attachment. We receive regional reports in a variety of formats and receive many of them at the conference. Because we believe the information contained in these reports is valuable and of interest to the fellowship, we will be discussing alternatives at the upcoming conference about how this information may be distributed.

Virginia; the Worldwide Workshops in British Colombia, New Zealand, Chicago, and Sao Paulo; the Asia Pacific Zonal Forum; the Australian Regional Convention; the Plains States Zonal Forum; the Rocky Mountain Zonal Forum; Mid-Atlantic Regional Learning Conference of NA; the Michigan Multi-Regional Learning Conference; and the Multi-Regional Learning Event in Alfred, Maine. These discussions enabled us to collect additional source material on some of the concepts you identified as important in the first phase of the project but for which there was scant input.

We hope that the fellowship has had an adequate opportunity to discuss this project since reading our report in the *CAR*. As we've said more than once, we are proposing new things in this project. For one thing, the book we are proposing hopes to represent all of the voices that have spoken up about this topic and shared their experiences with us. In that vein, we are also collecting verbal input from members with a diversity of experience through interviews that will further add to our source material. As promised, we will have a more detailed timeline available at the conference.

In response to the groundswell of interest and enthusiasm from the fellowship about this project, we are proposing the approval form of the book to be ready in time for approval at the World Service Conference 2004. This means that the (English) approval-form copy must be ready to be mailed 150 days prior to the next WSC. An expedited review and input process is part of this speedy development. As the *CAR* explained, members or committees or groups of members who sign up to be part of the review and input process will be asked to give broad conceptual feedback to the first chapter of the book. We will clearly explain what we are looking for when we send this out for review. That way, we can get a sense of whether we are on the right track toward producing the book the fellowship wants. We do feel that, as with *Just for Today*, the source material we have has captured the diverse voices of our members, and so we think that a shortened review and input process will not diminish the influence of the fellowship at large on the production of the text. As we stated in the *CAR*, we do not believe that the type of book we are proposing—with a range and variety of members' personal experience instead of an attempt to state how to be or have a sponsor—lends itself to the type of review and input we have done in the past. We want to thank everyone who has participated in this project so far. We continue to be impressed by the passion this project engenders and the creativity of our fellow members.

The "Big Picture": While our plate has been full, we have not lost sight of the larger issues (the "big picture") concerning the future of literature development and evaluation. The page of the Basic Text Evaluation survey devoted to literature needs as well as our work on personal story guidelines are two obvious ways we are looking to the future. In addition, the sponsorship project has been, and we expect, if approved, will continue to be, an ongoing model of fellowship involvement in literature production. We have already learned much, in the process of collecting input and shaping a project plan, that will help us in any dialogue with the fellowship about the future of literature development and assessment—how to best be responsive to the needs of our diverse fellowship.

Conference Participant and Fellowship Involvement: The general steps below provide for wide participation of conference participants and members of the fellowship.

Conference participants, in small groups, can generate points to help establish the type of information in the *News Flash* for each topic.

The WB can finalize the *News Flashes* after the WSC meeting and distribute them widely.

The WB will invite input from the fellowship discussions. It will be important to actively encourage members and committees to share their experience, strength, and hope instead of asking for their opinion or "position" on the topic. Our recovery is built on this kind of sharing of experience rather than taking a position.

Finalization: We do not believe that the WSC meeting should be involved in finalizing the discussion of any topic, but it is clear that some type of conclusion or outcome is required to make the process complete.

Before the two-year conference cycle is over, we would provide feedback to the fellowship in the form of a synopsis or report on the input received. This could be in the *NA Way*, *NAWS News*, a special report, on the website, etc. The input might or might not be usable as input for a bulletin or even for a new project plan.

The approach outlined above delivers what was discussed at WSC 2000—an inclusive process that has a definable outcome. It outlines the selection of issue discussion topics and the initiation and finalization of discussions. It allows the board to draw from staff, Worldwide Workshops, convention workshops, member ideas, regional submissions, and board correspondence. The *News Flash* idea that was so well received during the last conference cycle is utilized, the selection process is taken out of the *CAR*, and "position papers" are discouraged in favor of shared experience.

This approach also preserves the value of holding fellowship discussions in many different settings while building community among the discussion participants.

Update on Basic Text Evaluation and Sponsorship Projects

Basic Text Evaluation: We are proposing a fellowshipwide survey to get a better sense of whether the fellowship would like to see revisions/additions/changes to the Basic Text or Little White Booklet. We developed the survey vehicle with assistance from a consultant, who has worked with us since November 2001. We also used two focus groups to get feedback on the survey instrument itself. We have discussed this project at length and approved a final version of the survey at our March meeting.

We will be distributing the survey to conference participants at the conference, so that the delegates can have a first-hand experience filling out the survey and can share that experience with others and approve the survey as a part of the Basic Text Evaluation project. If approved, the survey will be distributed until December 2002, through all world service publications, the July *NA Way*, and at WCNA-29.

The back cover of the survey solicits input on future literature development. This is a step toward assessing what the fellowship may need and want in the future in terms of recovery literature.

Sponsorship Project: As mentioned in the *Conference Agenda Report*, we have received a vast amount of input on sponsorship from the fellowship. In addition to all of the material we've received via email and the post, we have had the chance to talk to members and facilitate sponsorship input sessions at *CAR* workshops; the World Service Meeting in Vienna,

team effort, and we cannot do it without your support.

Here are the themes for the next three issues of the magazine, October 2002 through April 2003. Note that the deadline for each issue is actually three full months in advance due to the production schedule of the magazine.

Deadline dates are when all submissions need to be sent to NA World Services.

October 2002 NA Way

Deadline (manuscripts to WSO): 1 July 2002

Living the Program:

How do you apply the NA program and/or how has NA influenced you in

- ❖ Relating to your family?
- ❖ Practicing the principles in relationships—What principle do you find the easiest/hardest to apply and why?
- ❖ Working/living the traditions?
- ❖ Parenting? As a son or daughter?
- ❖ Finding balance in recovery?
- ❖ Responding to success/failure?
- ❖ Dealing with death, loss, grief, and other life-altering experiences?
- ❖ What does *working* the steps mean to you?

January 2003 NA Way

Deadline (manuscripts to WSO): 1 October 2002

Facing Illness in Recovery:

What is your personal experience in recovery with....

- ❖ Medication?
- ❖ Mental illness?
- ❖ Terminal illness?
- ❖ Chronic pain/illness?
- ❖ Surgery—major and/or minor surgeries?

- ❖ Injuries?
- ❖ What is your responsibility with considering the above examples?
- ❖ What is your responsibility in dealing with the medical profession?

April 2003 NA Way

Deadline (manuscripts to WSO): 1 January 2003

Our Seventh Tradition:

What does the Seventh Tradition mean to your personal recovery?

- ❖ How is self-support a privilege?
- ❖ How do the spiritual principles embodied in the Seventh Tradition affect your life today?
- ❖ How much is too much to give? Too little?
- ❖ What do you contribute? Give some examples of non-monetary contributions.
- ❖ What is your understanding of fund flow?
- ❖ Do you know how much it costs to operate your home group, area, and/or region?

July 2003 NA Way

NARCOTICS ANONYMOUS' 50th ANNIVERSARY

This will be a special issue distributed at WCNA-30. We want this edition of *The NA Way* to be coordinated with the convention's theme. We will keep you posted with our progress. Stay tuned!

Miracles Happen

We are aware that there have been some misconceptions about the timing of the mailing of the memo regarding the coffee-table book, *Miracles Happen*. Because we sent out this material with the Conference Approval Track material, some have perceived that we are trying to classify this material under this policy. This was never our intent. Since its creation we have considered this book a hybrid—neither recovery nor service material. It is not designated as Fellowship-Approved, as recovery literature is, or Conference-Approved, as our service material is. While we had some preliminary discussions prior, it wasn't until our January 2002 meeting that we made the final decision to ask conference participants to help us with our dilemma. During that meeting, we discussed the proposed changes, as well as the urgency of the situation. Rather than wait for the conference, we decided to try to allow as much time as we could for conference participants to think about the issue and consult as widely as they wished in preparation for the conference. Because it was of paramount importance to send it out as soon as possible, we mailed it in conjunction with the Conference Approval Track material.

To clear up any misunderstandings, we reaffirm the statements we made previously about any projects we would undertake: No literature creation or revision of any type could ever occur without going through the budget process, calling for formal conference approval of project plans. *Miracles Happen* is neither recovery nor service literature; it is a specialty item. Therefore it is excluded from the process required for either conference- or fellowship-approved literature. What we are asking to do with *Miracles Happen* is make the one-time changes we are proposing, after which it would become a standard part of the WSO inventory as a specialty item. We plan to ask the conference to ratify our request to reprint in new business, since

this approach will not confuse this item with conference or fellowship approval.

NA Way preview

At our March meeting, we approved the concept for a new *NA Way* column, "The Home Group." This is envisioned as a place where any home group member has the ability to write in about his or her home group and tell a story, pose a question, make a comment, etc. We hope that you find the idea of "The Home Group" to be as timely and welcome as we did, and hope that you will help us spread the word throughout the fellowship of this new arrival to the *NA Way* family.

NA Way Magazine Themes and Deadlines October 2002 – July 2003

Material for the magazine comes from NA members. We need your help to write articles for the magazine and/or to encourage other members you know to do so, especially someone you know who has a great story to share about one of the upcoming themes. The *NA Way Magazine* is a broad-based recovery and service magazine for NA members. Editorial content ranges from personal recovery experience (including humor or nostalgia) to opinion pieces regarding topics of concern to NA as a whole, plus standard reports from world services. Regarding the tone of an article, we look for a spirit of unity and mutual respect. We don't back off from controversy, if a constructive solution is offered. We accept submissions in the same languages that we publish *The NA Way*: English, French, German, Portuguese, and Spanish.

If your experiences relate to the topic, but do not pertain to any of the specific bullet points, no problem—just send your article in anyway. The bullet points are provided after each topic simply as a matter of reference to help stir up your creative juices, not to limit your responses to those selected points. The *NA Way Magazine* is a

and enables everything and everyone to be heard. Side conversations will be difficult to have, but we hope this setting facilitates the business of the conference. The cofacilitators will be moved further into the room than in the past. The facilitators will be required to work together in order to recognize participants since there will be no microphone lines. This setting will require cooperation with the cofacilitators to be successful. We will wire the tables to accommodate laptop computers, but you will only have the same seat for a maximum of one day. The conference agenda calls for us to move rooms each day.

The second room is less formal and will be used for discussion and report sessions. The body will be seated at tables of twelve, and seating will be assigned in order to mix groups during the week. This room will not be wired for laptop computers. The primary focus of this room is to build community.

These settings are new and may seem awkward, particularly at first. We have been seeking your input about the conference for many years and have tried to incorporate as many ideas as possible into these new setups. We look forward to all of us making this a successful experience.

Delegate Travel/Funding

Why does NAWS fund all delegates to the conference? Throughout this report, and so many of our publications and meetings, we have talked about the ideals expressed in our vision statement, the need to see ourselves—each of us—as members of a worldwide fellowship, not just as members of a region. If we come together simply as a conference of individuals, with separate agendas, some at cross-purposes, and fail to consider the needs and desires of NA as a whole, we will find it difficult, if not impossible, to act with the “spirit of unity and cooperation” that our vision statement invokes. Universal funding encourages us to see ourselves as part of a World Service Conference and to remember that, of all conference activity, the coming together and

creating of our collective voice should always come first. Our collective voice will know and respect the member regions’ needs but not at the price of the vision and efforts that serve the fellowship as a whole.

The conference actually has had three different types of participants in the past—the funded Development Forum participants, regional delegates funded by their regions, and board members funded by the conference. This conference provides funding for us all.

The fears expressed by many at WSC 2000 when we offered the motion for delegate funding have, in many ways, come to pass. Regional donations have not increased to replace this expense—they are actually down over \$85,000 this fiscal year. The other fear was that regions that were able would simply transfer their funds in order to fund their alternate. We will discuss these and other related issues at the conference.

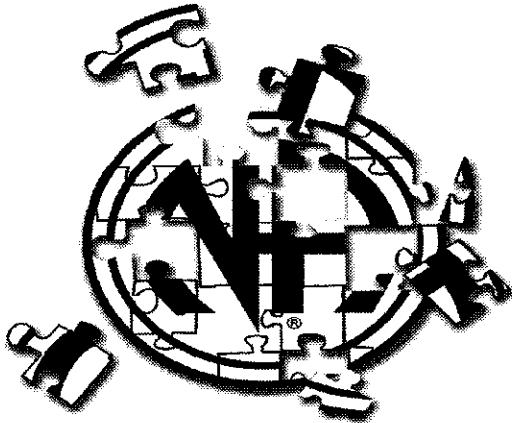
Registration Packet

In addition to the Orientation Packet that you should receive ahead of this report, you will be receiving more paper at the registration table. Conference participants will be given any late reports or last minute information. Delegates will be given profiles of all candidates nominated by the HRP and a survey to be completed on Sunday. This survey will be used to collect information to aid in our discussions about the two-year conference cycle. We hope to have more valuable conversations by collecting background information from you ahead of time.

Announcement: Board Chairperson

At our March meeting, Jon T stepped down from his position as our chair for personal reasons. We thank him for his commitment and willingness to serve us in that position. He continues to serve with us on the board. We have asked Jane N, who has been our vice chair, to serve as our chair until our regularly scheduled annual

Coming Together the Voice of NA



World Service Conference 2002

Before we get into the day-by-day scheduling breakdown of the conference week, let's spend a moment or two reflecting upon the tremendous step we are making. The NAWS Vision Statement, approved overwhelmingly some years ago, pointed us in a direction that we are trying to travel. The spiritual aspects of what we are engaged in gives the true power and force to what we are doing. You have all read a lot of material by this point and are probably wondering how it is possible to digest it all. You may have attended a number of workshops going over the *Conference Agenda Report* and gotten input from the fellowship in your communities. In the remaining time prior to the conference, it is important to emotionally and spiritually prepare as individuals for the task at hand.

The task at hand is truly daunting. It means embracing the notion that we all are stepping into the middle of the deliberative body where our collective, common welfare is the business we are engaged in. To be as productive as possible, we must all leave our preconceptions of the conference at the

door. We are trying to rise to the incredibly ambitious task laid out in our vision statement. This task begins with the mindset of representing still suffering addicts all over the world, not only the ones from where you were chosen as delegate. We will all be challenged to accomplish a lot of hard work at the conference this year, but perhaps nothing will be more difficult, or easy to forget, than this concept. Regional delegates come to the WSC as part of NA World Services. As such, our vision statement is our common touchstone and guiding light.

We have stated for some time now that this conference will look different, feel different, run different, and be different. We want you to be comfortable with the changes, and so, as in the March 2000 *Conference Report*, we will take a walk through conference week day-by-day. The agenda for the conference week is included in a box on the left side of the page with a brief description of what to expect on each day to the right. We hope that this approach will make following the flow of the conference week easier and take away any big surprises, as you can look over the whole week at a glance. This schedule is as accurate as possible at the time this is written. Some changes are inevitable between now and 28 April.

We know, from our own experience as a board, that surroundings and environment can greatly influence proceedings. We have discussed at length how to help the conference feel different and are planning a physical layout that is very different from anything we have done in the past.

We have two rooms for the conference to meet as a whole. Each room is approximately the size of our previous conference setting. One room is more formal and is designed for business sessions. Conference participants will be seated at tables, situated in a U shape with raised levels, similar to stadium bleachers. This setup allows for focused discussions

Layout for the 2002 Conference Week

Friday 26 April 2002

Registration Desk	5 to 8 pm
World Board Meeting	4 to 6 pm
CAR Workshops	

Saturday 27 April 2002

Registration Desk	10 am to 4 pm
Community Building: The Voice of NA	1 to 4 pm
WSO Open House Reception and Refreshments	5 to 7 pm
Recovery Event	8 pm
Alternative Store	10 pm
Coffee House	10 pm

Friday, 26 April 2002

The major activity on this day is set-up. For those of you who arrive early, registration will be available in the evening, and we will have a brief open forum to answer questions and share ideas. In the evening there will be a very informal CAR workshop in English and in Spanish for those delegates who have not had the opportunity to discuss the CAR.

Saturday, 27 April 2002

Although there are no *official* conference activities on Saturday, the registration desk as well as the WSO On Site (the office set up for the week at the hotel) will be open at ten in the morning and remain open until 4 pm. The local fellowship will have volunteers present who will assist participants and provide information about local meetings and the surrounding area.

We have had a very difficult time trying to come up with something to follow the pre-conference activities that occurred for the 25th anniversary of the conference in 2000! For this first conference of the new two-year cycle, it seems fitting to journey back to ten

years ago. For WSC 1992, the conference offered funding to 15 communities, and the face of the conference was forever changed. The conference went from 61 regions in 1991, 3 of which were non-North American, to 77 regions in 1992, of which 14 were non-North American. Today we have 99 recognized regional conference participants, 95 of which are planning to attend WSC 2002. Of that 95, 26 are from outside of the US and Canada.

Now, in our first fully funded conference, it seems appropriate to try to look back at where we have been as well as look forward to where we need to go. With our theme of *Coming Together – The Voice of NA* as our inspiration, this session will try to address who we are, have been, and hope to be. We hope to involve some former participants of the conference.

From 5 until 7PM, we invite you to an open house at the World Service Office. We will provide buses to transport people from the hotel to the WSO and back again. Food and refreshments will be served, and tours will be available. We know that, for many participants, this will be the first time that they have ever seen *their* office. For others, it will definitely be a repeat. Whether you are a newcomer or oldtimer, we believe that we can all benefit from being together in an informal session. Food usually does not hurt our ability to socialize, either. In the evening, a speaker meeting will take place at the hotel to continue with the theme from the afternoon, the alternative merchandise store will be open, and a coffee house will be open to socialize, meet new friends, reacquaint with some old ones, and discuss the upcoming week. If

elections, which take place at our first meeting following the conference. We plan to leave the vice chair position open until that time.

***Announcement: Return of the
Parliamentarian***

Our longstanding parliamentarian, Don Cameron, who has served the conference faithfully for many years will return. Although Don resides and works in Dubai, United Arab Emirates at this time, he is willing to return to Woodland Hills in order to serve as our parliamentarian for the WSC. Please join us in welcoming him back!

Announcement: WSC Cofacilitators

As part of the ongoing pre-conference preparations, we brought the WSC Cofacilitators to the WSO to attend portions of the board meeting held in March. The meeting was productive and helpful for all. As a practical matter, this orientation is helpful for the WSC Cofacilitators to perform their function during the conference. John H is returning for a second term, and Steve R will take on the job for the first time this year.

We will have a special session on Sunday evening, after dinner. Our corporate attorney and a representative from our auditing firm will make a brief presentation and be available to answer questions from conference participants.

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**Monday 29 April 2002**

An NA Meeting occurs poolside at 7 am, as well  
as an evening meeting when the conference  
adjourns, each and every day!

World Board Meeting

Adoption of Minutes and Procedures

Old Business

Issue Discussion Process

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Monday, 29 April 2002

The conference day will not *officially* begin until late morning or early afternoon. The day will begin with a World Board meeting to discuss amendments submitted for motions that are in the 2002 *CAR*, followed by an open forum for questions from delegates. All conference participants are invited and welcome to attend World Board meetings but are not required to be present. We would ask that delegates who have proposed amendments for old business motions let the board know as soon as possible and would encourage you to attend this meeting.

Following the World Board meeting, the conference will enter a business session for the first time. This session will take place in the more formal room reserved for business sessions. You can choose to sit where you like but cannot "claim" a seat for the week. The first business will be adoption of the minutes from WSC 2000, as well as Rules of Order, and Election Procedures. We are proposing that the Conference Rules of Order and Election Procedures become a permanent part of our world service manual for the future. The adoption of the Rules and Election Procedures will only be for WSC 2002. We will offer a motion in new business for their inclusion in *A Guide to World Services in NA* that would make them a standing conference policy in the future.

This will be followed by our Old Business session (items from the *Conference Agenda Report*). Our very competent cofacilitators, John and Steve, will help us have productive discussions followed by more formal business sessions. Over the years, a combination of straw polls and discussion has been used to assist the conference prior to voting on motions. The straw polls give an informal sense of where the conference is on a particular motion, whether further discussion is necessary, and if so, on what parts of the issue. The cofacilitators may move the body to a vote or to a less formal discussion session. The straw poll is used as a tool to help focus discussions and move business along when needed.

At some point during this day, we will discuss our proposal that appears earlier in this report for alternative processes for generating and prioritizing fellowship issue discussion topics for the future. The conference will have to decide if a discussion and decision about this is necessary before Motions 2 and 3 are decided or if this discussion can wait until the end of the business session. It is our optimistic hope to be finished with this discussion and all of old business on Monday!

you wish to sell merchandise at the alternative store, you need to register at the WSO On Site by 4 pm.

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**Sunday 28 April 2002**

An NA Meeting occurs poolside at 7 am, as well as an evening meeting when the conference adjourns, each and every day!

Registration Desk 8 am

Conference Opening Session 9 am

Conference Opening and Small Group discussion to get familiar with the week

Discussion about *Coming Together: WSC 2002*

Deadline for Old Business 4 pm

Special Report

Time for questions with our corporate attorney and auditor

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Sunday, 28 April 2002

We are planning for the typical poolside recovery meeting each morning at 7 am. We will also set aside a room each evening after the conference adjourns for the day for a recovery meeting. The latter will not be planned meetings, but space will simply be made available for anyone who wants a meeting. The local host committee will also make themselves available for rides to local meetings.

The conference will officially open with a roll call at 9 am. We plan to spend the day in the informal room and not go into the business room until Monday. Remember, we will have some sort of seating assignment to mix up the tables when we are in the informal room! We are still discussing the conference opening and introductions. We will do something to get acquainted and

familiarize each participant with the week. We will spend most of our morning in small group sessions. This session will allow small groups to walk through the conference week together, cover conference procedures, and most importantly, discuss tips on how to "survive" the week sanely. Each group will discuss what each of us, as individual conference participants, can bring to our week together.

You will notice that we do not have definite times listed beyond the conference opening. This is not an oversight. We are still planning and expect that, as with anything that is new, the conference schedule will have to remain as flexible as possible for the week. In the afternoon, we will continue the small groups with a different focus. The majority of our time will be spent discussing what we want from this new conference. As we reported in the *CAR*, we have established new ideals for ourselves as a body but what do we really want? Now that we have experienced a two-year cycle, does our experience bring us new ideas for the future? If the true business of the conference is our common welfare, what discussions should occur at WSC 2002? How do we solve the common problems of those already here and fortunate enough to have discovered this new way of life, and more importantly, how do we redouble our efforts to carry the NA message to the addict who still suffers?

The deadline for any proposed amendments to motions that appear in the *CAR* is 4 pm. This deadline is necessary for us to turn around a printed list for your consideration before we adjourn for the evening. You can submit items for new business until the new business deadline on Wednesday.

Wednesday, 1 May 2002

We will open with a presentation of the budget and project plans for the next cycle. As stated earlier, we will be providing a revised budget but have no plans to offer new project plans. This sounds simple, but with two recovery literature projects, numerous Worldwide Workshops, etc., we expect this discussion to take some time. This session will include a discussion about a key area from our Strategic Framework, Resources, and will specifically focus on Donations. We know that discussions about finances are never easy but we hope to frame this to focus on what we believe collectively and what are our priorities.

After lunch we will return to discuss another key area, Recovery Literature. Our focus in this session is to begin a discussion about how to make our process and content responsive to our members. We expect that this will be the beginning of a lively and spirited discussion. We are not looking for any type of decision from this session but believe it is important to begin the dialogue.

Regional nominee information will be distributed in the morning. You will have already received the profiles for candidates nominated by the HRP in your registration packet. The New Business deadline is at 4 pm.

**Wednesday 1 May 2002**

An NA Meeting occurs poolside at 7 am, as well as an evening meeting when the conference adjourns, each and every day!

Budget and Project Presentation

Recovery Literature – process and content

Zonal Forum Meetings

New Business Deadline 4 pm

**Thursday 2 May 2002**

An NA Meeting occurs poolside at 7 am, as well as an evening meeting when the conference adjourns, each and every day!

Budget and Project Approval

Elections

Zonal Forum Reports



After the conference sessions are through for the day, rooms will be available for Zonal Forums that wish to hold meetings. If you are planning to meet, or plan to give a report, please sign up at the WSO On Site by Monday so that we can have your room assigned.

Thursday, 2 May 2002

The day begins with another World Board meeting. This meeting will focus on amendments offered to the 2002-2004 budget, project plans, or other items of new business. An open forum will also occur at this meeting.

After lunch, the conference will come together to approve the proposed 2002-2004 NA World Services budget and all project plans. Conference policy now requires that all project plans be adopted individually. Elections will take place in conjunction with this session. In the evening, there will be reports from Zonal Forums that have informed us about their wish to present. Each forum has 15 minutes available to report, which could make this a three-hour session.

Tuesday, 30 April 2002

The day begins with a presentation of the foundation for the Strategic Framework that the board is proposing as the foundation for a strategic plan to serve us for the near future. This type of plan is what will truly set the future for NA World Services. This presentation will be made primarily by the consultant who we used and plan to continue to use to guide us through this process, followed with questions and discussion. It is our hope to make this a productive discussion that leads us to a framework that we can all support. As a framework, it will not have all of the details but should at least point us in the right direction. We have put this before other portions of our report because we believe that we can walk away from this discussion with the beginnings of a common vision about where world services needs to put its energy. This may entail a simple discussion so that we all understand the same things the same way, or you may see things that we did not. We look forward to our discussions!

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**Tuesday 30 April 2002**

Developing a Strategic Plan for NA World  
Services

World Board Report

Communication

Lets Talk! Fellowship Issues and  
Challenges

HRP Report

Regional Nomination Deadline      Noon

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When this discussion is concluded, we will begin the World Board report. In the past, this report has contained the details of world service activity. In a two-year cycle, this approach does not seem to make sense. Also, we hope that many of the detailed questions that used to occur during this report can take place in the open forum sessions of our board meetings. At this time, we plan to briefly discuss the bulletin board, WSC seating, and any items, other than projects and the budget, for new business.

After lunch, the conference will have a brief discussion about Communication. It is one of the five key areas of our Strategic Framework, and we want to gather some of your ideas about how we communicate with you and with the public before we take this any further.

Fellowship Issues and Challenges will follow this session. This is an opportunity for the conference to choose an issue that affects the growth and development of our fellowship that we would like to discuss as a body. We plan to gather your input before this session in a couple of ways. The Worldwide Workshops have been a good example for us this conference cycle, illustrating that although different countries, cultures, languages, and communities may face different issues, so many issues that the fellowship seems to care about are the same. We had each community in four different countries, on three different continents, prioritize the issues that they most wanted to discuss. All four workshops prioritized the same topic—how to get more people involved in service. We are not trying to lead the conference to choose this topic to discuss. We are simply trying to point out our similarities as a fellowship. We hope not only to identify the issues to discuss but to collectively generate ideas on how world services can help.

After the dinner break, the Human Resource Panel will present a report and update on their current activities followed by an opportunity to ask questions.

The Human Resource Panel

We would like to thank each and every conference participant for the opportunity to serve the World Service Conference and for the support and feedback given to us. This has been a very challenging two years for us first-timers on the Human Resource Panel. It has been an exciting new experience to serve in this capacity and, at the same time, a humbling experience to accept the trust that has been given to the HRP.

We worked very hard in our task to present a list of best-qualified candidates from which you will choose your next Human Resource Panel members, WSC Cofacilitators, and World Board members. We believe that anyone on this list is qualified to do the job he or she is nominated for, based on all the information available to us. Our hope is that, as conference participants, you feel as confident as we do when you exercise your personal choice in the elections at the WSC meeting. The nominations are listed below in alphabetical order.

Please note that this list is necessarily being published before all potential nominees have responded to being notified that we intend to nominate them. If anyone on the list chooses to decline nomination by the HRP, his or her name will not be on the list of nominees nor on the ballots.

HRP Nominations for WSC Cofacilitator

Mark H, Wisconsin Region
 Jack H, Washington/Northern Idaho Region
 Arthur F, Aotearoa/New Zealand Region
 Stu T, Central California Region

HRP Nominations for World Board Member

Mary B, Lone Star Region
 Jim B, Chicagoland Region
 Ivan C, India Regional Forum
 Gordon C, Northern California Region
 Nick C, Greater New York Region
 Ivan F, Ohio Region
 Bob F, Northern New Jersey Region
 Claude G, Quebec Region
 John H, Wisconsin Region
 Nick K, New England Region
 Bob L, Southern California Region
 Rhonda R, Freestate Region
 Erik R, Hawaii Region
 Jeff S, Minnesota Region
 Jon T, New Jersey Region
 Mary W, Southern Idaho Region

HRP Nominations for Human Resource Panel Member

Francine B, Quebec Region
 Greg I, Pacific Cascade Region
 Randy K, Freestate Region
 Tali M, Hawaii Region

General Information

We experienced an unexpected problem during our nominations process. Our original inquiry letters to World Pool members were mailed on 14 September 2001 and asked for a response within 30 days, or by 15 October 2001. Some of these letters were delayed due to circumstances surrounding the 11 September World Trade Center tragedy, and they reached the addressees only a day or two before the deadline for response. Fortunately, we were contacted and asked to consider this delay, so we were able to extend the deadline for several people to



Friday 3 May 2002

An NA Meeting occurs poolside at 7 am, as well as an evening meeting when the conference adjourns, each and every day!

New Business Session

Conference Luncheon

Framing Information for the 2002-2002
Fellowship Issue Discussion Topics

World Board Meeting



Saturday 4 May 2002

Wrap Up of the Week

New Conference Discussion – Session II

Closing Ceremonies for WSC 2002

Recovery Event 8 pm

Alternative Store and Coffee House 10 pm



Friday, 3 May 2002

We plan to begin this day with the balance of the new business items. This will include the Conference Approval Track items, as well as any recommendations for conference seating. In the afternoon, we are planning a conference luncheon at the hotel. We have deducted the \$20 cost from the funding provided to conference participants and will make tickets available to alternates at our cost (\$20) until Tuesday. This is something new for us but seems like a great way to begin to wind down the week. We will spend the afternoon having discussions about the issue topics selected for the 2002-2004 conference cycle. These discussions will help to frame the material that is provided to the fellowship to facilitate discussion. In the evening, at a brief World Board meeting, we will welcome any newly elected board members who are present and hold another open forum.

Saturday, 4 May 2002

Wrap-up and The Next Two Years:

Today we will catch our breath and look back at the week. We'll start our process of debriefing about how things have gone and where we're going. We

will try to recap what we have heard during the week for our Strategic Framework in the various discussion sessions throughout the week. We will also have the second session to discuss the two-year cycle and the new conference. Our first session, at the beginning of the week, and our experience throughout the week, will help to frame this session. We will have all funded delegates fill out expense forms, as well as asking all present to complete an evaluation for the week. We will close the conference with some new ceremonies and some that have been tested over time. There will be a recovery event with a variety of participants asked to share their experience, strength, and hope, which will be attended by many local members, followed by an additional alternative store and coffee house.

We look forward to seeing many of you at the WSC 2002, and we want to thank you again for the privilege you have allowed us and the trust you have shown us.

Your World Board

and interview so that we can evaluate the information on the same scale, but eventually we must make a subjective decision, or judgment, when we evaluate a resume and when we interview a person or his or her reference. Similarly, we know that each conference participant, when voting, makes his or her final choices based on the nominee's background, skills, and also some sort of personal, subjective criteria.

We've received two inquiries about how someone was or was not chosen to continue in the nomination process. Also, we've heard some of the same informal comments and confusion about our nominating process as were heard during the previous conference cycle, and we'd like to attempt to clear up some of these. Some World Pool members have asked us or themselves, "What does it mean if the HRP chooses not to nominate me this year?" The most important thing that everyone needs to know is that it doesn't mean that you are not qualified, that you will never be nominated in the future, or that we've uncovered some horrible secret about you. It simply means that others were chosen this time. In the February *NAWS News*, we reported at length about our process: sending inquiries, scoring resumes without names or regions attached, reducing the number of potential nominees, conducting interviews and reference checks, and making final choices.

While there is not just one reason that someone is not chosen for nomination, it is quite apparent that the information on the resume is very important. This year, our decisions about who progressed to the interview stage were based primarily on evaluation of the Candidate Profile Reports. If you feel that you are well qualified for a world service position and you were not chosen to continue in the nomination process, our suggestion is to review your current resume that is on file for the World Pool. Then, use the new World Pool information form (to be available soon) to update your information. Make sure that all

of your answers are complete and well thought out, supply all of the information requested, then resubmit the information. This will keep accurate information associated with your name in the pool for future elections and World Board projects. Please keep in mind that a member of the World Pool can ask to examine a copy of their own Candidate Profile Report at any time.

New World Pool Information Form

One of the things we've done to improve the overall process is to develop a new World Pool information form. We believe this new form will help to make sure that your talents and skills are better reflected as searchable criteria in the HRP database and help the World Board to better assess and utilize the human resources in the World Pool. The new form will be ready for distribution at the WSC meeting, and it is very important that everyone desiring to be in the World Pool fill one out. After the conference meeting, it will be sent to everyone who is now a member of the World Pool along with a request to please fill it out and return it.

The new form has information that is significantly different than the old form. In addition, much of the old information on file is not accurate any more, and many people may want to change their references. As our members begin to submit the new forms for the World Pool, it won't be long before only the information supplied by way of the new form will be helpful to the HRP and the World Board. This makes it even more important for everyone to use the new form, whether they are currently in the pool or not.

We foresee this form continuing to change over the years as the Human Resource Panel and the World Board work together to better define the kind of information that is most helpful in selecting World Pool members for projects or for possible nominations. We appreciate the fact that filling out a new form every few years can be bothersome, but we believe it is the best way to keep current and quality

respond. Also, some addresses were no longer valid, but we were able to track most people down by phone or email, and we were able to deliver all but a very few of the letters.

We chose 25 members to forward as nominees for the 11 open World Board positions. Eight people informed us at, or after, the time of their interview that they did not wish to continue in the process due to reconsideration of the time, resources, and length of term that a World Board position would demand. One more person declined the nomination after being notified of our intent to nominate him. As a result, we are forwarding 16 nominees for the World Board. As we reported in the February *NAWS News*, in phase two of our nominating process we evaluated candidate profile reports for prospective candidates without names or regions attached, and assigned scores and weighting to each section. Then, we established a benchmark, or minimum score, to identify those who would continue in the nominating process. At that point in the process, we could have lowered our minimum score in order to end up with more candidates to interview, and this might have resulted in more nominees. However, we believe very strongly that doing this would have been unprincipled because our goal was not to have the largest number of nominees but rather to forward the best qualified nominees based on the information available to us.

We reported in the February *NAWS News* on the obvious limitations of the World Pool system, i.e., as the World Pool grows, there will be more people available for basically the same number of positions. All qualified members simply cannot be selected for nomination, and people must be eliminated at some point in the process. This is our assigned task in this system, and we take it seriously. We are fully aware that many people who are eliminated feel like they should have continued and that many of our choices are questioned and criticized in one way or another. Some people feel

we should have chosen more people who are well known for their service background, and others feel that we should have chosen more people who are less known to achieve more balance of continuity and rotation. In response to these criticisms, we can honestly say that we have given our best efforts to this process, and we believe that all our choices have been fair, consistent, and in the best interest of the fellowship. However, we can also say that we readily acknowledge that the current process has plenty of room for improvement, and we look forward to helping to make it better.

After going through the nominating process, we are certainly aware that the process is still new, and it is evolving more each time it is used. We know the process may have shortcomings, and we are dedicated to making improvements with help from all conference participants. Your constructive ideas continue to be invited and welcome.

The HRP Nominating Process

We used the same process used by the previous HRP, and we tried some new things to improve it this time. We found that we were still faced with making difficult choices, but every choice was made with the best interests of the NA Fellowship, the World Service Conference, and NA World Services at heart.

As we have reported to you often, the evaluation of potential nominees is subjective by its very nature. We've learned that it is unrealistic to think that we could devise and use an entirely objective process to sort out the most qualified candidates. As HRP members, we are required to make assessments of the information about other NA members, even though our recovery program teaches us to be non-judgmental. Our goal is fairness to potential nominees, and we want to make the process as free of interpretation and personal bias as possible, knowing that part of the process must eventually involve subjective decisions at some point. For example, we use a scoring and weighting approach for each resume

- supplied and these four were selected.
- In November 2000, we supplied 45 names from the World Pool to be considered for a Sponsorship Material Evaluation Workgroup. Seven people were chosen; four of these were from the list, and three others were chosen who later submitted resumes.
 - A world convention brainstorming group was formed for a single meeting in November 2000. Two people with previous world convention experience were selected, and one of them was in the pool. The other person was asked to submit a resume to the World Pool.
 - In February 2001, we supplied 199 names from the pool to be considered for a workgroup on the *Public Information Handbook*. Eight additional names were supplied in May 2001. This workgroup has not been formed.
 - In February 2001, we supplied 197 names from the World Pool to be considered for a workgroup on the *Treasurer's Handbook*. Five names were chosen from the list, and three of them were able to participate in the workgroup.
 - In February 2001, we supplied 30 names from the pool to be considered for a workgroup on Internet issues. This group has not yet been formed.
 - In March 2001, we supplied 16 names from the pool to be considered for a workgroup on the Fellowship Development Plan and Goal One. Two individuals were selected for the workgroup from this list.
 - A WSC Regional Recognition Workgroup was formed to meet in April 2001. The board needed current RDs who would still be RDs at WSC 2002, so a contact list of RDs was utilized instead of the World Pool.
 - In April 2001, two World Pool members were selected, from an earlier list supplied in November 2000, to become non-board members of the Publications Committee.
 - In May 2001, a list of 33 names was supplied to be considered for the *Reaching Out* Editorial Panel. One member was chosen from the list.
 - In September 2001, a list of 46 names was supplied to be considered for a possible workgroup related to the Basic Text Evaluation proposal. A workgroup has not been formed.
 - In October 2001, a list of six names was supplied to be considered for the WSC Rules of Order Workgroup. All six were asked to participate in the non-traveling workgroup, and five of them were available to do so.
 - In October 2001, a list of 81 names was supplied to be considered for membership on the *NA Way* Editorial Board. Three people were chosen from the list.

In closing, we would like to acknowledge the NAWS staff assigned to the HRP because without them, the tasks required of the HRP just could not get done. Managing the database, answering correspondence, and compiling lists for the World Board project requests are huge jobs that can sometimes be unappreciated by trusted servants.

To the Fellowship and to conference participants, thank you for the opportunity to serve on the Human Resource Panel this conference cycle. The past two years have

information in the World Pool. If a member wants to be considered for projects or nominations, we believe that he or she won't mind filling out a new form periodically.

Use of the Old Resume Form for Regional Nominations Only

We recognize that some regions will want to submit regional nominations. Even though the new form will be distributed for use after the WSC meeting, an old resume form will be included in the WSC Orientation Package specifically for the purpose of nominating someone who is not already in the World Pool. This will allow all regional nominations to be accompanied by information that is in the same format for participants to consider. After the WSC meeting is concluded, only the new form will be accepted for membership in the World Pool.

Internal Guidelines

We've made some slight changes to our internal guidelines. Most of the changes are simply adding or changing words to improve the clarity of the statements in the guidelines. One significant change is to the statement that used to say "Unanimity of all panel members is required for a decision to nominate an individual. If the panel members cannot achieve unanimity, the nomination will not be made." We changed that statement to indicate that the HRP will strive for unanimity, but that a "majority" is required to make a nomination. We made this change because we do not feel it is fair for one person to be able to prevent someone from being nominated. In the 2000 March *Conference Report*, we reported our intent to make this change and our belief that the change would be consistent with our goal of including best qualified members as nominees.

A copy of our internal guidelines is available to anyone on request and will be available at the World Service Conference meeting.

World Pool Utilization Report

Below, we've included a report on utilization of the World Pool. The information given in our August 2001 report is included again, along with the more recent information, so this report covers the entire conference cycle.

As of 20 February 2002, the World Pool was composed of 563 members. For this conference cycle, World Pool utilization by the World Board has continued to increase. Sometimes, we found people in the pool who met the general criteria requested by the board, and other times we found people in the pool who met only some of the criteria. Occasionally, the qualities desired by the board were things that were not specified on the original resume, so we could not search for them. Learning this has helped us in designing the new World Pool information form, and we hope it will allow for a more precise search in the future. The World Pool was used by the World Board during this conference cycle as follows:

- In July 2000, we supplied 14 names of World Pool members to be considered for a Translation Evaluations Workgroup. Two people were selected from the list, and an additional person was selected who later submitted a resume form. One World Board member was also appointed to the workgroup. A second request was received from the World Board in November, but no additional names could be supplied from the pool.
- In November 2000, we supplied an initial list of four names from the pool for consideration to be on a Literature Development Process Workgroup. None of these four pool members met all of the board's criteria, so another list of four was

