

APPROVED

**Narcotics Anonymous World Services, Inc.
Approved World Board Minutes
11-13 March 2004**

AUG 05 2004
BY: *[Signature]*

Thursday 11 March—WSC 2004

Present: Bob Jordan, Giovanna Ghisays, Susan Chess, Bella Blake, Lib Edmonds, Jane Nickels, Ron Hofius, Tom McCall, Daniel Schuessler, Craig Robertson and Tony Walters. Saul Alvarado arrives today and David James is unable to attend.

WSC Cofacilitators: Mark Hersh and Tim Smith for part of the day.

Staff: Becky Meyer, Anthony Edmondson, Travis Koplow, Kim Young, Eileen Perez-Evans Steve Rusch and Tony Greco.

From 9-10am the board met in an Action Group with the WSC Cofacilitators.

Conference Agenda Report and Conference Approval Track material

What have you heard at workshops? Does anything need to be addressed before arriving at the conference? Input received so far has been about possible stickers for adapting existing copies of Just for Today, (the 3 changed entries with the Sponsorship book)

The idea for stickers was forwarded because many members have personalized their *Just For Today* meditation books and are looking for alternatives to having to purchase another book.

Workshop Comments and Board Discussion

- There was a remark associated with the three *Just For Today* changes relating it to the fourth Edition of the Basic Text.
- Try to keep sticker costs down so members will not think NAWS is trying to increase revenue.
- Can the need for stickers be quantified prior to creating and providing? Meaning that if there are at least 500 members wanting stickers NAWS can provide stickers to those 500, otherwise don't believe that NAWS should do.
- In Kalamazoo a question was asked regarding the changes to the *Just For Today* constituting a revision and therefore calling it a second edition?

Response: the changes are minor so this would not constitute the changes to the *JFT* being called a revision.

- Two members of the board asked the body to consider withdrawing motion three since the three quote entries do not seem like a big issue.

Members of the board disagreed about withdrawing the motion because the information has been published, distributed and talked about; therefore it would be negligent to remove the motion at such a short notice.

- At the LAZF some Latin American members questioned their involvement in the WSC approval process when they are not involved in input.

The board agreed that the reason for creating stickers is that the *Just for Today* changes are minute but that they want to provide an alternative to those that would prefer the stickers. The changes are not about producing another *JFT* to generate revenue—this is an isolated issue. It is also not NAWS' intention to introduce this model as a future vehicle to revise literature—do not intend to use again. This will be brought forth to the conference for consideration.

All agreed because the changes are minor the changes only constitute the book being called "revised" *Just For Today*

In order to prepare the fellowship, these points need to be communicated prior to WSC 2004.

A table of contents for the Sponsorship book

At CAR workshops some board members were asked to include an index in addition to a table of contents. The rationale for an index was to have a reference point that assists in locating information quickly. The discussion was had because an index is more than just outsourcing and/or using a computer program; the best thing to do is agree to look into what it takes and means to create an index.

The board agreed to present the table of contents and as well as to have staff research what it would entail to create an index; the gathered information will be brought before the board for discussion prior to WSC presentation.

Approval of the Sponsorship book

A question was asked regarding the appropriateness of requesting that Non-English speaking regions not vote in the approval of the *Sponsorship* book. Question originates from the high probability that most non-English speaking regions did not get the material translated and as a result have not read the book and hence have nothing to base a vote on. An opposing comment was that doing this would remove the non-English speakers voice in the "die-model."

The board was informed of an earlier conversation with the WSC Cofacilitators regarding providing conference participant's instructions on what to do in order to not affect a vote.

Regional Motions

- At various workshops, participant's expressed general frustration regarding the World Board "not approving" regional motions, seemingly having the only voice at WSC if no regional motions were presented.

This was noted to be an important point. The board ought to prepare to discuss issues like: What is the system? What is our (delegates) voice and how do we participate prior to WSC?

- At two workshops, concerns regarding the Basic Text timeline and some of the *Sponsorship* book content were expressed.

It was pointed out that the board should prepare for the possibility of a motion to amend the *Sponsorship* book as well as the Basic Text timeline on the conference floor since this was brought up more than once.

- A question regarding "editing" the Basic Text personal stories was raised. The board member informed the member that any submission for personal stories (if the motion passes) will be "edited," the experience however will not be changed in any way.

Resolution A

- It seems members are using CAR venues as a way to lobby Resolution A.
- World Service travelers were impressed by the EDM's amazingly thoughtful questions regarding Resolution A; their thoughts on trying to blow up the model and really trying to think about the real issues for the future.
- Canadian Assembly participants have varying opinions and many regions are not comfortable with Resolution A. It was, however, more surprising to see the lack of information people had on Resolution A background.
- At SCRAW only a small percent knew and understood Resolution A, which led into a history discussion. A participant asked why the board has not presented a motion to remove if this has been going on for so long.
- LAZF members are exchanging information in order to be a part of the discussion. A member from Mexico also asked why the board has not presented a motion to remove.

- The Plain States Zonal forum is planning for an assembly.

A Regional objection to not having a World Service Meeting

NAWS received a letter from a region expressing an objection to NAWS not holding a World Service Meeting. The board recollected the World Service Meeting only being a carry over from how World Services used to operate and presently CAR workshops and forums are utilized as a way to interface with the fellowship.

A point was made that as forums and CAR workshops continue (replacing the World Service Meeting) the board should look into having more structured participation and approach, as well as including more travelers on the trips.

- The board was reminded to look for any “bright stars” etc. forwarding names to Eileen.

Is there a common response about the desired number of board members?

- A point rose about how much people really know about the motion and if the board can incorporate information into the formal orientation.
- The board was reminded that the 24-member board came as a revision to the Transition Group’s 18-member board—as a compromise.
- Plain States Forum participants’ questioned the board’s recommendation as well as tried to connect the 18 board member recommendation with removing the mandate for workgroups. The board’s history with 18 members was explained, it was further added that the board is striving to be a more strategic board and to better utilize the World Pool.
- The general thought at the North Eastern Zonal Forum was, how could the board recommend 18 if the board does not know how it would work? The forum was informed that this is new and the board has always stated that they would inform the fellowship if it has or has not worked.
- MARLCNA shared their support.
- A fragment of a conversation between a current board member and a previous board member was shared. The general point concerned the use/rotation of board members that have rolled off—keeping continuity. Questions if the full board is prepared to respond to these types of questions.

Response: People are seemly only focusing on this upcoming election and only one board member will roll off in 2008. The truth is the board will know what it’s faced with after this conference and will precede accordingly—informing the fellowship along the way.

Criteria of the World Board

The HRP asked the EC during yesterdays meeting if the World Board Criteria could be included with the CPR’s. There was no objection from the World Board to allowing the inclusion of the criteria with the CPR only after the criteria has been edited/rewritten.

After returning from lunch the chair clarified that the criteria will be edited and sent for review/input with a 48-hour turnaround.

What needs to be covered in the board report?

Send Eileen ideas on what needs to be covered in the World Board Report— emphasizing strong feelings about any topic. Deadline is the April EC meeting.

Physical space discussion and an overview of sessions for the week & overview of conference sessions

The WSC 2004 third draft agenda is a base layout and details have not been finalized. The board's attention was directed to focus on Saturday and the CAR sessions. The board is scheduling a meeting Friday April 24th at 4 pm

Saturday: Because of the EC having a meeting sometime during Unity Day, all other board members are expected to be present.

Everyone was reminded that everything after the Saturday morning Open Forum will be for conference participants only.

Sunday: WSC formal orientation session is followed by food/tours at the WSO. The EC and HRP have a scheduled joint session at 7:00pm.

Monday: This is the only time there's an overlap in times with the HRP and WB session. Everyone agreed that the WSC Cofacilitators would facilitate the Old Business sessions and questions answered by the World Board.

There's a concern that the Board's and HRP's session overlapping will only exacerbate the conference's negative feelings about not being able to attend both sessions. Everyone was reminded that both bodies are jointly available on Sunday and Tuesday.

Tuesday: WSC Strategic Framework session will be brainstormed tomorrow within the board. NAWS Report session is 1½ hr. Cultivation Leadership and Making The New System Work are still being developed—and may be adapted. It is important that the board be present for the HRP report (if not available please make sure to notify the chair).

Wednesday: This conference session will be held in the Santa Monica Mountains. Helping to break up the week and giving conference participants a chance to do creative work outside the hotel. Proposal is to bus everyone there (RD, RDA's and scheduled staff) to the ranch, have lunch, after lunch there will be a community building session, followed by a recovery meeting.

RDA's will be asked to donate \$20.00 towards lunch. Staff and all other conference participants will have \$20.00 deducted advancements. The ability for all other members (non conference participants) attending after lunch is still being looked into. The board was made aware that there is the remote possibility that they will not permit anyone who has not been there for lunch to not attend. No objections to the ranch style lunch for midweek break.

Evening schedule includes zonal meetings. The chair is requesting all board members be present during zonal reporting.

Thursday: Jane shared that the elections during the conference will not change; this is only an opportunity for input. Forward Election Process input to Jane before the April EC meeting.

Saturday: Conference participants will be asked to reaffirm the framework, and this is where a lot of time will be spent communicating about moving forward (this is the reporting, input, feedback loop.)

Translations: 3 Spanish translators will be provided this year, as well as Japanese and Italian translators. Translations booth will be set up with a light that advises of needing time.

Physical Setup

Mike reported that the physical setup is basically the same, except for adding administrative space and flying screens. Also reported that the Saturday luncheon is when the conference officially closes. This is where certificates, etc are distributed.

Mike will look into the viability and costs of acquiring a non-smoking space.

Advise Mike of any input regarding the hotel as well as if they've run into any challenges during their stay.

- A sound technician will be available at all times and there will be a light that advises of speaking time left.
- Microphone: put one in the middle of the floor. If speaking in a Yellow card fashion the microphone is brought to you. If speaking in Red card fashion use of the microphone in the middle of the floor used. There is a noise factor associated with the middle of the floor microphone. This will be discussed further.
- Red Cards: Cofacilitators gave ideas on participants understanding the usage of colored cards and suggested a color coded table being handy in some form, e.g. on the card. Card usage information will be provided during the formal orientation.

Minutes

There were no objections to approving the January World board minutes.

Craig brought the board back to page 15 of the January minutes regarding PR & PI Handbook discussion. Clarified that the decision was to *inform the conference of creating a PR Handbook is where the board would like to go but at a minimal the PI Handbook will be worked on. This would be discussed with the conference to measure support of the larger focus.* The January board minutes approved with changes regarding the PI/PR section of the January minutes.

Action Item List (items on page 53)

All items shaded in gray have been reviewed and reported to the fellowship.

22.	Poem: Addicts Recovery	16 Dec 03
23.	Chips and Key tags for every months up to a year	12 Jan 04
24.	Poem: Addicts Recovery	13 Jan 04
25.	Purple GSR Key tag	2 March 04

After some discussion and consideration, items 22-25 are currently not seen as a priority at this time and will not be pursued.

A question was posed concerning the procedure for a language group to produce a Basic Text booklet. *Response:* The process is that the idea of facilitating the production of a pocket size of the Basic Text (as inexpensive as possible) is to be presented to the World Board and the submitter should quantify the need.

During zonal reporting, production of an item regarding HIV/AIDS will most likely be brought up. A point was made that the only way to produce information faster is in the form of a bulletin, but the only way to create it at member level is in IP form.

Everyone was asked to review the *Reflective Vision* material and be prepared for the Jim DeLizia session.

The board met in a sharing session, which is a closed session of the board.

Friday 12 March—Executive Committee Report

Present: Bob Jordan, Giovanna Ghisays, Susan Chess, Bella Blake, Lib Edmonds, Jane Nickels, Ron Hofius, Tom McCall, Daniel Schuessler, Craig Robertson, Tony Walters and Saul Alvarado. David James not present.

WSC Cofacilitators: Mark Hersh and Tim Smith for part of the day.

Staff: Becky Meyer, Anthony Edmondson, Travis Koplow, Kim Young-Baker, Eileen Perez-Evans Steve Rusch and Tony Greco.

Financial Update and NAWS Update

The document is a simple synopsis of NAWS financial position.

- Donations are running about \$38,000 under budget and this has become the pattern when the conference is scheduled within the year. However it is also the custom for regional donations to be brought to the conference. An effort to inform the fellowship regarding the donations pattern will be made.
- Net income through January is just over \$500,000.
- Numbers from the WCNA 30 still shows a \$30,000 profit. The board reminded that NAWS originally expected a loss of \$100,000.

Literature

- Total *Order* graph shows the level of orders increasing and this means a larger strain for warehouse staff resources. Believe this is because of the overall difficulties occurring in local service centers, e.g. theft, management changes, etc. Because of this NAWS will focus on reintegrating the Literature Distribution workshop and communicating this at the conference.
- Sales pattern maintained, however pattern not expected to continue for the next year.

Canada – BDO Dunwoody

As a result of the process we have been going through with the Canadian government about our tax status, it has finally been determined that NAWS does not have “permanent establishment” in Canada therefore is not liable for Canadian income taxes. Hence, the Toronto West Tax Services Office Chief of Appeals determined that the tax penalties previously assessed should be reversed and that a 90-day hold would be placed on the tax assessed pending the concurrence of Canada Customs and Revenue Agency. Now we can move forward with the regularizing of employees, which will mean overhead increases of approximately 40%.

WSO Canada should no longer be referred to as a branch office but should instead be referred to as a distribution center facility. The Canadian accountants also recommend that approximately 70% of NAWS’ Canadian savings accounts be liquidated and transferred back into the United States as soon as possible.

WSO Europe

AISBL requirements have changed in many areas and this may require Becky or Anthony to travel to Europe more frequently. Also the branch may have to move due to neighborhood changes, e.g. having problems receiving shipments.

Leasehold Improvement Update:

Upstairs conference room has been enlarged; suicide doors are now enclosed, last area to be done will be the Fellowship Service area and the large conference room downstairs. Outside sign will be changed to “NA World Services.” Looking for an April 20 completion.

Additional Warehouse: we are using temporary storage to meet our needs. In the course of the next couple of years we will pick up an addition warehouse. Items that are not sold fast are stored into this space.

Literature Distribution Centers, Literature Sales, and Purchasing a Building Q & A

- The RSO in Illinois is having challenges managing their office and are considering closing down.
- There are 27 distribution centers, but it's believed that most are areas. There was some talk about regions creating satellite centers.
- It was requested that the philosophical and physical issues of literature distribution be added to the WB action item list as a future discussion item.

NAWS is presently looking into the economical realities of zones and based on the reality of facilitating literature getting to zones. The Business Plan Group is also reevaluating a part of the Sales Policy. Recommendations will be forwarded to the board.

- A question was posed regarding lowering the cost of literature if more literature is sold.

Response: Some members of the Business Plan Group believe that this can be done with some of our product line items and that the uniform price increase is not necessarily the way to go. Further acknowledged that NAWS has already started lowering the cost of literature to some communities, however the community in turn remarks the price higher. This practice is something done in many of the communities in order to sustain services.

Purchasing a building

A board member wonders when purchasing a building can be discussed and asked if this could be a topic discussion. Further questions what about this feels wrong, seems like NAWS would be crossing a threshold.

Response: There are 9 local communities that have already bought property. Also, Anthony and director of AA had a discussion concerning the lack of difference between preserving a building and preserving the monies for organization.

Literature on the web

This concerns posting items on www.na.org at a pace and as an experiment, as well as the desire to expand on NA literature posted on the Internet. NAWS is working towards having a broader exposure of NA literature on www.na.org. Currently staff is working on posting *Who, What, How, and Why, A Resource in Your Community, Welcome to NA, For the Newcomer, Am I an Addict and For Those in Treatment* (if translated by the specific community) in the rest of the languages currently in inventory. This should be completed by the end of April. Posting the remainder of the IPs in all the translated languages in inventory by August will follow this.

Anthony is to provide the EC with a copy of the roll out schedule for posting literature.

- *Just for Today video:* have found venues that will produce small quantities. Will be sold for \$49.00. There were no objections to management proceeding. AA is also sending information about companies that have produced good quality videos.

Office Update

The Fellowship Assistant and Translation Assistant positions are filled and both will start April 5. We are still looking to fill 3 open Coordinator positions.

Depending on what gets approved at the conference is where resources will be allocated, hence reminding the board that if something is not activated it's because there is not enough staff resources.

Contingency, Succession, and Disaster Plans

The board asked to plan a discussion on a Contingency Plan and a Disaster Plan and a Succession Plan. The board was informed that should something occur to Becky and Anthony the comptroller is the next point in the management structure. The board was further informed that NAWS has a Disaster Plan, which allows the continuation of operation in Canada within 48 hours, as well as in Belgium.

- A notebook containing all the plans will be a future board agenda item.

Lawsuit

The board was reminded that distributed information regarding a lawsuit is *not for distribution* and if asked about the action, they are not permitted to speak on a pending case. Anthony and Steve S. are named as parties denying the individual's rights. This individual has been barred from a local meeting because of his behavior at a meeting. The group, after having asked the member to conduct himself, etc. and not getting results, barred the individual.

Medallions

The board was asked to approve the medallion design therefore allowing for samples to be provided to the conference. Cost of goods on the medallion is .39 cents. There were no objections to pursuing.

Donations Portal

Staff is currently working on portal, e.g. blending in more NA. The board will be sent a link to review it once it is completed. Planned Giving bulletins will also be posted once they've been redone. However, prior to this occurring, the board must discuss the policy for the bulletins.

Shopping Cart overview

The board will receive a link. Existing customers will be able to check account balances, order history, etc.

Summary of Data of Regional Reports

The donation, literature expenses, and challenges portion of the reports are drawn out. The board is to take time to review the material before getting into what discussion the board will engage the conference in. The ultimate hope is that we can continue receive information from regional delegates at the conference (getting our members to participate) and trying to standardize the information received.

Correspondence book

The book is a little thicker than usual because it contains numerous WSC related correspondence.

Literature and Letter samples

Currently concentrating on the samples for NAWS letterhead, *Just For Today* cover, *Sponsorship* cover and *Sponsorship* IP. The company informed NAWS that a two-color process raises cost of goods significantly. Everything else is on the back burner.

World Board Trip Reports***Latin American Zonal Forum***

The opening meeting in Uruguay was held in the Congressional Palace. The LAZF development has been substantial. Fernando has done a great job in organizing the event. However wonders how WS interaction could be more structured—having more input in how it participates?

Members shared their passion for the *Miracle Happens* book and wanting to produce an alternative, affordable version for their economic reality. The English *Miracles Happen* is not affordable to many Latin American members. The version is solely black and white and made from a different grade of paper.

LAZF was informed that an arbitrary decision to print the Spanish *Miracle Happens* could not be made because of a prior commitment to not reproduce the book, moreover, that because of this they also could not photocopy/produce and distribute the book. It's probable that this will come up for discussion at the conference.

- Giovanna G and another member traveling to Nicaragua as a way for NAWS to provide resources and connect them with other neighboring NA communities. A nun is currently the major contributing factor.
- Giovanna will also travel to El Salvador where there seems to be an opposition to women attending NA meetings.
- Also funded at Colombia's request is Carlos Luis (LAZF chairperson) to help mitigate an ongoing conflict in Medellin.
- A meeting with a Drug Control official was had while in Argentina. The interface was quite productive and they are integrating NA as a means to treat addicts (creating a referral program to NA meetings).
- Cuba: the Government has insisted that all meetings cease. It is possible that government sees our communication to Cuba as political. AA had the same problem however they used the Roman Catholic Church and the cardinal to ask Castro to allow AA meetings. We believe Cuban NA members will have to pursue the same course of action.
- Central America needs to be raised in the development radar.

Stories for the Spanish Basic Text

The LAZF is still soliciting stories because they do not have enough back up stories. The board's input will be compiled and sent to them so they can use it in the future solicitation of stories.

Spain: was not included in the solicitation of stories which prompted NAWS to look into ways to assure all Spanish speaking communities are part of the decision making process for Spanish Speaking community matters.

- There's a section of Mexico that is completely disconnected from everyone. They seek assistance from the Rio Grande region and Texas. Both regions are trying to help that section with local fellowship development activities. However, a board member believes the group would benefit more to be connected to the other Latin American fellowship. Also wonders if a Spanish-speaking staff member can connect with them.

Asia Pacific Forum

- *Indonesia*: Have a lot of meetings but no structure. Most members are young addicts involved in meetings however there's no leadership and they are not aware of what a service structure is.
 - Believe a Worldwide Workshop or any type of Fellowship Development trip will help.
- *Pakistan*: They have two regions and two meetings. They also have their own version of the *Serenity Prayer*.

- *Gulf States-Kuwait*: Due to the unavailability of the funded individual, a meeting to discuss fellowship or translation issues was not possible. Pakistan is the next venue for APF.
- *Singapore and Malaysia*: There are very few people that attend meetings in Malaysia, however they attend service meetings. There seems to be a tight connection between the treatment facilities and NA.
 - The possibility of having a fellowship related event was discussed since there is staff traveling to Singapore for a conference.
- *Thailand*: In the past, the Government has executed people as a way to crack down on drugs. Members are now making some connections with the treatment facilities. There is between 12-15 solid meetings.
- A past board member attended and was involved in a CAR workshop.
 - It was felt this community needed to be raised on the Fellowship Development radar.

Russia:

63 people from 31 regions and 7 countries were funded by NAWs. It was a successful trip. The fellowship is young however very open and willing. They set up the agenda by participating in a survey before the trip and WS successfully blended in Worldwide Workshop material, integrating a fellowship development focus. The attendees stayed focused for the two and a half days of the workshop. This trip would not have been possible without the efforts of Simon Lev on staff and Natalia Bergeroy in St. Petersburg.

Currently they are discussing their translation for *addiction* in the First Step as the word translates into *drug addiction*. Although they had a great discussion regarding drugs versus addiction, this is still being worked out.

The board look at translated items that included information provided by the locals to be shared with each other since they are not able to get together often. Staff translated the Twelve Steps and Traditions banners and are currently working on a report in Russian that will go back to fellowship.

India Worldwide Workshop and IRF

Current IRF issues are: publication of material, having a difficult time with literature e.g. obtaining and/or producing medallions and key tags, and the rotation of trusted servants. A lot of time was spent with members discussing issues. World services' impression was that they did get much accomplished and the event structure has improved. Hope the delegates will work on their succession plan and prepare for the next trusted servant.

Local Translation Committee seems ready to sign off on Hindi, giving the impression to accept the translated word for *addict* in the IPs. Presuming that the IPs is signed off, production of the Basic Text will follow.

Phenomenal staff support at the worldwide workshop was pointed out. A great time was had and it seemed like people enjoyed the sessions. It was also observed how the workshop ran like a very well oiled machine.

In the future there will be a board discussion regarding NAWs approach to translating material, etc.

Saul asked that the board receive a list of countries that are currently dealing with the conceptual fidelity issues.

AA and NA

The chair of AA has agreed in principle to have a meeting with the chair of NA sometime next year. Both parties are developing a list of questions and exchanging the information to come up

with a commonly agreed upon set of questions. There was no objection to the two organization chairs.

Sessions of the 2004 World Service Conference

Possible Issue Discussion Topics for 04-06

Strategic Framework

The board broke up into three small groups to discuss what would be interesting, relevant, includes a short history for conference participants given what has been published.

Group 3

Ask conference participants what the plan means to them, using the steps as a framework, pointing out the flexible nature of recovery. Provide each table a two-sided building block; one side is a personal example of a key result, which ties into an actual key result area the other side a portion of a picture. Once completed, have each table bring their block up, have them turn it over and they can see a picture everyone took part in creating.

Group 1

Use simple language to tie into a primary purpose. Give each group key result areas, and each group would write two points on ideas like *communication* and *fellowship support*. Each group would then pass ideas on to other table to hopefully stimulate more ideas and/or confirm ideas, followed by a feedback session.

Issue Discussion

The board discussed issue discussions for the conference, e.g. *Infrastructure* and *Our Public Image*.

It was the decision of the board to use *Infrastructure* and *Our Public Image* as the two-issue discussion for topics at the conference. Those topics were derived from regional reports as well as the data from PR Roundtables. Regional reports will be used to frame sessions.

The board met in a closed session at 5:00pm to discuss the future of the board

Saturday 13 March—Strategic Plan

Present: Bob Jordan, Giovanna Ghisays, Susan Chess, Bella Blake, Lib Edmonds, Jane Nickels, Ron Hofius, Tom McCall, Daniel Schuessler, Craig Robertson, Tony Walters and Saul Alvarado. David James not present.

WSC Cofacilitators: Tim Smith and Mark Hersh sat in as an observer.

Staff: Becky Meyer, Anthony Edmondson, and Eileen Perez-Evans

Reflective vision session with Jim DeLizia

Jim started the session by stating this is the time to ask yourselves a couple critical questions like: *what the impact of the board has been, how does the board feel about the impact, how does the board feel personally about having an impact (value) and where does the board go from here?*

- Jim pointed out that it would be critical to routinely have a reflection type session within the board.

The board was asked to reflect back on the board's inception (whenever you became a board member) and on the board as it is today. *How is this entity different today than it was before* (how is board structured differently, operate, etc.) and *what are the intangibles?*

*Brainstorming Thoughts (*said more than once)*

- Individual experience develops a collective conscience.
- Stronger/deeper partnership with leadership and staff.
- *Group dynamic (less personality driven and more voice heard).
- Developed a set of values and implemented.
- Board smaller therefore more efficient.
- Board is a body of knowledge- global organizations and workings.
- More affirmative and forthright—full board acts as a body and not as individual.
- *Focused.
- Strategic entity.
- *Cohesive.
- Trust.

How do you further and continue the body of knowledge with a new group?

- It's about what's brought to the room and board culture—have to understand meaning of being a board member.
 - This body must carry over the culture; articulating values among the new members, creating culture as a priority.
- As opposed to trying to adopt or building on the existing values the idea to brainstorm a new set of values with the new members and asking for them to add personal thoughts presented.

When the board looks at the shift what is seen as the accomplishment because of shift:

- Focused communications
- Unity building exercised have been model by fellowship
- Created tools and models to better engage the fellowship in dialogs
- Changing feeling of WSC to trust
- Strategic Plan-common set of priorities
- WSC has a more global vision and appreciation

- Transmitting the board's created energy

*Where in the board is more to be achieved/ potential to be had? (*stated more than once)*

- Have done little to challenge some of the old antiquated philosophical thinking in the fellowship.
- Need to provide a better understanding and/or recognition of NAWS—what we do, in this informing the fellowship about there being only 1 board.
- *Make time to discuss philosophical issues.
- Figure out how much staff, energy, and focus it takes to leverage the resources of volunteers (systems and structure).
- Communications.
- Infrastructure—feedback loop.
- Communicating plan.

World Board knowledge of the fellowship perception of the Board

- The average member does not have a clear picture of board functions.
- Image problem—which goes along with how some members *think* the board functions as opposed to knowing—education.
 - The education/history has to continually be communicated.
- The way the board is viewed is extremely varied.
- There is still fear based in this: the world service culture and local level culture are different therefore people are still unsure about what is going on, unsure as to whom to direct their uncertainties, etc which promotes fear.

Everyone was asked to pull a name from a basket and 1) name something unique about this individual in what they have contributed to this board (e.g. a perspective, talent, experience, skill, or quality) 2) name one thing that you will take away from your experience on this board.

<i>Name Pulled</i>	<i>Something unique about individual ...</i>	<i>What you will take away from your experience on this board</i>
Ron	Tremendous intellect and passion and the ability to blend the two.	Ron will take away confidence from learning how to trust
Saul	Emotional honesty and open to demonstrating passion	Saul believes in miracles
Tony	Commitment to carry the message	Tony takes away confidence as well shown leadership and qualities
Jane	Focus—being single minded of purpose and an effective leader	Jane takes away confidence
Susan	Honesty and spontaneity	Susan will take away confidence
Becky	Always bringing the message back to the individual member	Becky takes away faith in group synergy and personal recovery
Tom	Serenity and love for the fellowship	Tom will take away a feeling of fulfillment
Craig	Blend of intellect and ability to seeing/grasping the big picture in a member oriented way to convey message	Craig will take away an increased self motivation to excel
Jim	Calm measured tone in explaining position of board	Jim takes away the confidence to share message, be interactive – on personal and professional level. Sees parallels of life and the board
Daniel	Die model... principle base experience and business skills/knowledge	Daniel takes away pride... and learns about America and Americans

Anthony	Insight, commitment and love for fellowship	Anthony will take away pride
Giovanna	Deep artist soul and passion for fellowship	Giovanna will take away knowledge and fun
Bob	Compassion, intelligence and one who is easy to access-human natured	Bob will take away singleness of purpose
Lib	Confidence, upfront with confidence; gives another perspective in global fellowship	Lib takes away the ability to see self as others see her and that is a wonderful gift
Bella	100% honesty and enthusiasms, trying best at all times	Bella will take away recovery

Future Board Member (skills, qualities, experience)

What is a new board member going to need in order to achieve vision, ascertain new goals accomplish goals and what's the evolution of this body?

- Motivation
- Teachable
- Stewardship (effectively serve the fellowship, leaving the position in better shape than they found it.)
- Participating at meetings =recovery also allowing for a local level connection
- Global perspective
- Open-mindedness
- Core humility
- Willingness
- Team player
- Intelligent

Person (mentioned more than once)*

- Flexible
- Honest
- Commitment
- Vision
- Trusting
- Teamwork
- *Substantial local experience
- Diversity (richness in personal experience)
- Ability to have compassion but not fall apart
- Service experience

If leading the orientation for new WB members what is it that you would share?

- Teach new board members to take risks ensuring ensure that the culture is not lost by taking them by the hand and teaching

*prep for 1st meeting by giving an idea of what's going to be occurring

acknowledge that there is a time for learning—don't have to know all the answers, provide a personal detail about each board member, balance between them grasping of what's already in place (get oriented-grasp all this) followed by bringing their unique creativity (come in to soon with ideas before they've been integrated), inform members that travel long distance that there is a lag (special care).

- Jim thought it would be great if each board member shared guidance, tip, something personal for the new board member(s).

Brainstorm a board five years from now... evolution March 2009

--What impact does it have --How do others inside and outside of NAWS perceive it? --How does it operate?

Susan's group decided the key communication vehicle is video conferencing, this allows for all service levels to communicate with us, us with them and the board/staff with each other – see all this as a better way to communicate to whomever allowing for more access, utilization of technology, “greater transparency, engagement, ease of access, etc/

Giovanna's group decided on the “wave of communication” e.g. with members, regions, forums, etc. constantly communicating, more technology use (video conferencing), and efforts achieved in communication would now reflects in our image- we would also have NA literature everywhere, e.g. book stores, institutions, etc.

Anthony's group focused on “increased efficiency,” this allows for respectability and credibility, projecting a better public image.

Common concepts within each group were responsiveness and better use of resources (both human and technology).

What's the board's development agenda: evaluating and encouraging people, continued education and training (common languages on how to approach). The board must think about the next development set of tools needed for those going to be a leader? Jim end the session with the quote:

All that you touch you change. All that you change changes you... Octavia E. Butler Parable of the Sower

Journal Gift Edition

Replace the basic journal with the journal/medallion; the other information to be presented to the board is if they will also present the journal without the medallion. The mounting tab would allow for interchanging the medallions.

It was also recommended to mimic the conference banner graphic and place on the left over journals and maybe caps.

It was the decision of the board to allow staff to proceed forward.

Sessions of the 2004 World Service Conference

Making the New System Work session question is: How does the board envision the input reporting feedback loop to impact the strategic plan.

- Ron believes yes, however it is not defined what input reporting ... is. Feels unprepared to be specific on something that has never been put in concrete terms.
- Bella believes that the prioritizing is what we have to get to the fellowship, meaning getting ideas, share with the fellowship and see what the fellowship feels.
- Bob's input was an enhancement to the environmental scanning as well as some of the discussion questions on the key result areas
- Craig stated that is part of the plan, and that we impact by providing data that we would take into account, e.g. trends, things to take into account in continuing with the plan.
- What an input, reporting loop is and how it impacts the plan disconnect is what the board will have to frame for a discussion. Much more complex issue
- Show delegates how important their role is, engage them in a discussion that the system cannot work without them, but it's not the one that people keep referring to.
- Jim shared that regions are ready to go to next level, they are listening and ready.. this is evident by agreeing with the board recommendations. Agreeing on a more discussion based WSC, etc. Maybe utilize zonal forms as a reporting, etc. loop. Maybe be more active in dispelling myths, providing more information.
- Susan believes it the board's job to prioritize, we are in this together. The fellowship does not impact but is part of the whole. It's about a partnership. We need to gather information, and theirs is to bring it to us.
- Ron shared that his idea of this is to identify the measurable, decide how to measure followed by the board getting reports. We've also done something in that area with the regional reports.
- Saul stated that we impact the conference,

Input, Feedback, Reporting Loop: The board has not had the opportunity to really hammer out details. The board needs to talk about What is it (?), Who is the *who* in the *they* will give you input.

- Becky stated that the most important thing to the session is how the delegates will affect the system. We need to identify the top things about making the system work. Dilemma is the quandary /dilemma about everything that there's energy about.
- Bella feels it is more about engaging the fellowship and getting the whole system talking the same language. Get them to use language in an arena they are familiar with. Invite rds to consider how strategic planning might impact their own work. Get them to design templates that work in their own environments, allowing them to see the parallels/mirroring.
- Bob feels it's about how your voice gets heard, starting with one person and it catching on with more and more people. Need to look at all the items, *Resolution A*, regional motions, before the group having any sense of unity.
- Lib wanted to clarify the use of *quality control* and *quality improvement*. *Quality control* is about reaching a line and *quality improvement* is about improving.
- Anthony said to tell them the truth about the acknowledgment of the complexity of the issue. Have to get them to understand language then affirm.
- Ron agrees with what Anthony stated and believes one of the questions for the delegate's can be *how can we better engage you?*
- Key words are engagement (two-ways), understanding and affirmation.

Mindy's thoughts on making the new system work: believes that regions put in motion because they believe it the only way they can make a difference. Thinks a question to ask would be *What can happen other than motions that would make you (regions) feel like your having an impact. What makes you feel heard?*

Jane asked Mindy why the Show Me Region felt they had to put in a motion. Mindy answered that it wasn't clear what anyone was doing regarding the issue, didn't have a sense about what anyone was doing—and because it seemed that no one was going to say anything (show me region motion), they felt they needed to say it.

Tim's thoughts are to assign a couple of wb members whose sole purpose is to handle regional communications-giving it a bit more emphasis. Had envisioned the guardians doing this.

Mindy also shared that the communications are difficult, e.g. the board seems to be saying no to all motions, but if you look further you see that the board is saying 'yes' to many things, and that's why they put the CAR and CAT together so her region was able to see everything together. Feels possibility formatting the CAR different, like the questions, etc. it's the motion part.

Craig jumped onto what Mindy said and stated that that is one of the reasons that the CAR is not the best vehicle to have those discussions in the CAR.

Mindy said the CAR as formatted does not work, the CAT however explains everything.

Jim: this example with the motion on the BT it wasn't enough, maybe the deficiency we could have reported better. Maybe there are ways to share "here is what we want to do" and we get ideas on those. Maybe a better dialog about regions having a place to go without having to make a motion.

Anthony shared that maybe how to make the new system work is changing the CAR and letting them know that. The other thing is that car workshops need to be about discussions and not about motions. Maybe we could have explained the definition of the new conference, highlighting where we are still doing things the old way. Maybe the session could be about a regional idea session—a region articulating ideas that they want the fs to discuss. Need to demonstrate the dilemma. Take the best of what we can be and show as a model.

Tim shared that the possibility of creating a goal to remove motions within a certain amount of time, change wording to "proposals" as opposed to "motions".

Ron: agrees with AE. Redesign the CAR completely. The problem with motions...1) motions define and are binding in their exact language on what needs to be done. A strategic plan is the opposite. 2) if trying to have a discussion based conference, motions by the very nature requires debate. Motions are not an effective way to have regions be partners.

How do they in turn participate: give them a vehicle to forward ideas, then advise them where the reporting mechanisms takes place—have to find a way to communicate to regions. Go into conference with the full intention to change CAR.

Jane's thoughts on regional motions have less to do with not understanding the big picture. Not knowing the full impact of motions to the whole system. Thought motions are myopic.

Craig thought that part of the new process is that "partners" have to feel like partners. Somewhere along the line they are looking toward things that will help the fellowship and it doesn't seem that this is being discussed.

Mindy suggests telling them what its like about WS-educating, also teach them different ways to do things.

Becky said to point out things you have done (however issues seems to be if we really want to have dialogs effectively we cant' spend all time on motions). Motions are an old institution from regions. To get out of debate of regional motions and into the positive discussions

Mark shared that the direction of focus needs to be shifted, have an ongoing dialog about ideas. Need to find that way to shift to finding a cooperating " " to do the best thing for the fellowship. Find way to make positive lessons as a way to engage in process.

Giovanna suggested using a PowerPoint presentation: like a desert; rain to signify motions, people fighting, black and white and these images will signify the old system. Use brighter, colorful to show the new system: flowers, people working together, etc.

The board authorized to the EC singing off on the conference report. Everyone will get a copy via email.

The board asked to send any input to Eileen on the issue discussions/any session ideas by Wednesday before EC meeting.

The board met in a sharing session, which is not a recorded session of the board