

# **Narcotics Anonymous World Services, Inc.**

## **Approved World Board Minutes**

**17-19 August 2006**

### **Thursday 17 August**

#### **Strategic Planning**

WB Members Present: Craig Robertson, Jim Buerer, Mary Banner, Mukam Harzenski-Deutsch, Piet DeBoer, Ron Blake, Ron Hofius, Ron Miller, and Tom McCall. Michael Cox was unable to attend due to health reasons.

Newly elected members Arne Hassel-Gren, Franney Jardine, Paul Craig, Tonia Nikolinakou, and Mark Hersh are technically and legally seated as World Board members on Friday 18 August.

Staff: Becky Meyer, Anthony Edmondson, Elaine Wickham and Eileen Perez. Jim DeLizia facilitated Thursday's board session.

#### **Full day spent on creating the new board and preparing for the conference cycle ahead**

The body was asked to review the Team Assessment form and send input. Things to look for are missing critical performance measures, unclear statements, agreement on principles and what you are evaluating yourself on. Deadline by Saturday, August 18. Deadline date changed to Sunday, August 27

#### **Board Development Discussions**

#### **Notes from 2006 August World Board Meeting**

##### **Vision for World Board Operation**

Common vision concepts among the group:

- ◆ Board operates based on trust, as one body
- ◆ Board does not shy away from tough issues or decisions
- ◆ Board is innovative, flexible
- ◆ Board models leadership within the service structure
- ◆ Board measures performance of itself and the organization
- ◆ Board is vision/plan driven
- ◆ Board is focused on the interests, needs of the fellowship
- ◆ Board respects diversity

Development needs of the current World Board:

- ◆ Strong information loop
- ◆ Sound decision-making processes; ways to have productive dialog
- ◆ Good structure, organization with clear roles; effective leadership
- ◆ Balanced agenda, addressing routine business, strategic issues and philosophical discussions
- ◆ Productive use of time between board meetings
- ◆ Foundation of operating values, ground rules
- ◆ Definitive key messages to communicate throughout the service structure
- ◆ Effective planning process (including performance measures/tools)

##### *Notes from visioning activity:*

- Synergy (impact of a 'pinch of salt' in a cake recipe)
- Courage
- Mutual respect
- Trust; transparency; inspiration of confidence
- Engage in difficult discussions; tackle the tough issues
- Don't avoid conflict; know when to surrender and trust

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- If we don't give voice to our convictions, we betray members who think similarly
- Listen, understand, and maintain awareness of the fellowship's needs
- Appreciate diversity; be consensus-driven
- Safe environment
- Inspiration
- Maintain personal recovery
- Allow, enable each other to shine – what I lack, someone else brings; empower others
- Know and respect each others' strengths and weaknesses; utilize our strengths
- Facilitate dialog
- Know the vision, aim, goal; be plan-focused
- Measure results
- Follow the goals and priorities while remaining flexible to changing conditions
- Exemplify leadership
- Be fully prepared
- Understand our role as a strategic board
- Think outside the box we thought outside of; remain open-minded
- Respect our audience
- More information – both in and out – be a sponge!

### **DRAFT World Board Operating Values Concepts**

#### Integrity

Concepts for operating value statement:

- ◆ Say what you mean; mean what you say.
- ◆ Do what you say you will do; commit to your actions.
- ◆ All decisions are made based on thoughtful consideration, rooted in our common principles and considering all available points of view.

#### *Notes – What “Integrity” Means*

- Fulfill commitments
- Be straightforward, candid, honest
- Principles based action/behavior
- Stand behind decisions
- Trustworthy
- Integrity in the decision-making process and in managing the business of the organization

#### Commitment

Concepts for operating value statement:

- ◆ Overall commitment to our vision, purpose and philosophical tenets
- ◆ Operating as a plan-driven organization
- ◆ (individual board members) work hard, be prepared, participate, be present, accept responsibilities and work to full potential
- ◆ Accountability to: ourselves, each other/the team, the fellowship, and the expressed will of the Conference

#### Foundation

Concepts for operating value statement:

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Our primary principles are those embodied in NA's Twelve Steps, Twelve Traditions, and the Twelve Concepts for NA service. (Current Operating Value Statement)

### Mutual Respect

Concepts for operating value statement:

- ◆ We recognize that each board member's unique perspective, qualities and contributions are of equal value, and provide each member with opportunities to contribute to their full potential.
- ◆ Also applies to interaction with other service bodies and boards

#### *Notes – What "Mutual Respect" Means*

- All parts of the service system have equal value (individuals, groups)
- All input has value, despite disagreement with it
- Respect and appreciate each board member's potential
- Each board member has the right and should have the opportunity to be fulfilled through board service
- Act with kindness, courage, and willingness to challenge
- Respect boundaries

### Consensus

Concepts for operating value statement:

- ◆ The common welfare of the fellowship is better served when we achieve consensus
- ◆ We are committed to create an atmosphere of opportunity for personal views, ideas and creativity to be heard, valued and respected

#### *Notes – What "Consensus" Means*

- Unity; one voice
- Loyalty to broader needs, common welfare and expressed will of the Conference
- Faith in the process, and to do what is right

### Service

Concepts for operating value statement:

- ◆ Service on the World Board is an opportunity to for personal growth and recovery
- ◆ Leadership requires accountability
- ◆ Board members commit to striving for agreed-upon standards of performance, as individuals and as a team
- ◆ Board members share their interests and goals for service on the board, and seek and accept ideas and support to strengthen their performance and contribute to their full potential

### **DRAFT World Board Meeting Groundrules**

1. We will focus ourselves by establishing unity, mutual respect, and trust at the beginning of each meeting.
2. We will stay focused on achieving our stated objectives for each meeting.
3. Our meetings and breaks will start and stop on time.
4. We will be critical of ideas, not people, focusing on opportunities, options and solutions.
5. Any member can request a sharing session to alleviate a burden or conflict and to renew focus on trust and mutual support.

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6. We affirm that board deliberation will be balanced, with no one person or perspective dominating the discussion and every member contributing in some fashion.
7. We agree that only one person should speak at a time and that there will be no sidebar conversations.
8. We agree to address our issues through facilitated dialog and group discussion.
9. We agree not to gossip and not to let conflict fester, but to face disagreement directly and in a respectful manner.